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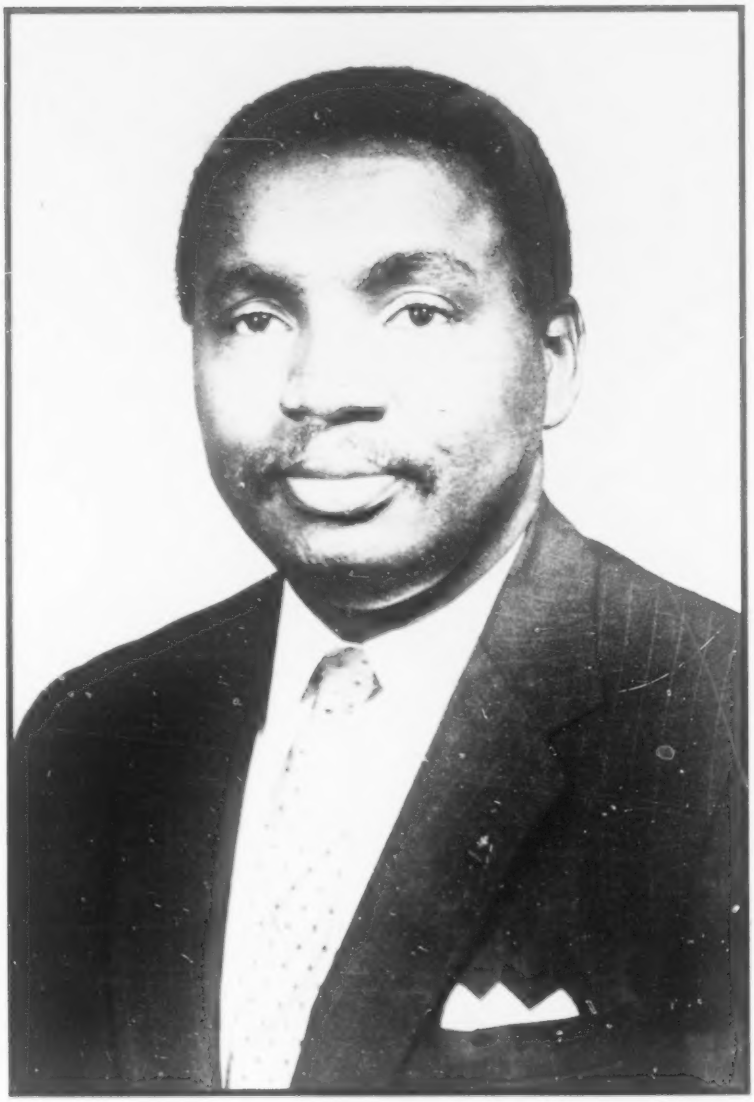
1987 Annual Report

Missouri Department of Labor and Industrial Relations

Labor and Industrial Relations Commission • Division of Labor Standards • Board of Mediation • Division of Workers' Compensation • Missouri Commission on Human Rights • Governor's Committee on Employment of the Handicapped • Division of Employment Security

John Ashcroft
Governor
State of Missouri



Jerry M. Hunter
Director
Department of Labor and Industrial Relations

MISSOURI DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS
JEFFERSON CITY, MISSOURI 65101
(314) 751-4091

JOHN ASHCROFT
GOVERNOR

JERRY M. HUNTER
DIRECTOR

December 11, 1987

The Honorable John Ashcroft
Governor of Missouri and
The Labor and Industrial Relations Commission

Dear Governor and Commission Members:

Pursuant to the Reorganization Act of 1974, I am submitting the thirteenth Annual Report of the Missouri Department of Labor and Industrial Relations.

This Annual Report documents the activities and accomplishments covering the fiscal period ending June 30, 1987 for The Labor and Industrial Relations Commission, Division of Labor Standards, Board of Mediation, Division of Workers' Compensation, Missouri Commission on Human Rights, Governor's Committee on Employment of the Handicapped and the Division of Employment Security.

In an effort to clearly illustrate departmental operations for Fiscal Year 1987, the narrative is accompanied by charts, tables and graphs.

Sincerely yours,

Jerry M. Hunter

Jerry M. Hunter
Director

Table of Contents

Page

Department of Labor and Industrial Relations 1
Labor and Industrial Relations Commission 3
Division of Labor Standards 4
State Board of Mediation 9
Division of Workers' Compensation 13
Missouri Commission on Human Rights 20
Governor's Committee on Employment of the Handicapped 23
Division of Employment Security 25

Thirteenth Annual Report
Fiscal Year Ending June 30, 1987

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Lester L. Watkins, Member
Mary Lou Lanza, Secretary

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Department of Labor and Industrial Relations

Introduction

Fiscal Year 1987 was a year of accomplishment for the Missouri Department of Labor and Industrial Relations.

Each of the Department's divisions continued to serve the general public as mandated by state law. And, in many cases, end-of-the-year reports indicate that production, accomplishments and level of service was at or near all-time highs.

For example, the Division of Employment Security's number of full-time employees in FY87 was 1,651, down 42 employees from the previous year and almost 1,000 less than in FY81. Yet, with fewer employees, the Division found more jobs for people than in any year since 1979.

With a smaller workforce, Employment Security handled a growing civilian labor force, more employers, more claims for Unemployment Insurance, more appeal cases, more job openings and more applicants.

A cooperative effort between Employment Security and the Governor's Committee on Employment of the Handicapped resulted in more jobs for handicapped Missourians. This was made possible by using the Employment Security mainframe computer to store information about job opportunities for the handicapped and placing employees in Job Service offices in Kansas City and St. Louis to work with the handicapped.

State law has enabled the Missouri Commission on Human Rights to deal with various forms of discrimination since establishment of the Commission as a permanent agency in 1959. Age was not included in the law, however, and the Commission could not deal with age discrimination complaints.

In FY87, the law was amended, resulting in the Commission on Human Rights working to ensure that older Missourians are treated fairly.

Missouri Law requires objections to prevailing wage determinations to be filed with the Labor and Industrial Relations Commission. Upon the filing of an objection, it is the responsibility of the commission to hold hearings, receive testimony and prepare and issue orders setting the prevailing wage.

In FY86, there were 1,732 objections filed with the Commission. One of these cases was appealed to a higher court in the state.

In FY87 the Commission experienced a drastic reduction in the number of prevailing wage objections; there were only 76 objections filed. The reduction is a result of increased inspections, surveys and visits with contracting public bodies by the Division of Labor Standards.

New Building

Final plans for the new Department of Labor and Industrial Relations building were completed in FY87. The 36,000-square-foot structure will house all Department agencies except the Division of Employment Security.

Plans call for construction on the two-story building to begin in FY88. The building will be located in western Jefferson City on Truman Boulevard.

Office of the Director

The Director of the Department of Labor and Industrial Relations is responsible for the overall supervision and management of the six agencies operating within the Department. In this regard, the director has final authority on personnel and budgetary matters, uses of state and federal funds as appropriated to the department, and policy formulation. Recommendations are made to the Governor by the director in the area of labor, job training and employment matters. Six division heads and two personal staff members as assigned report directly to the department director.

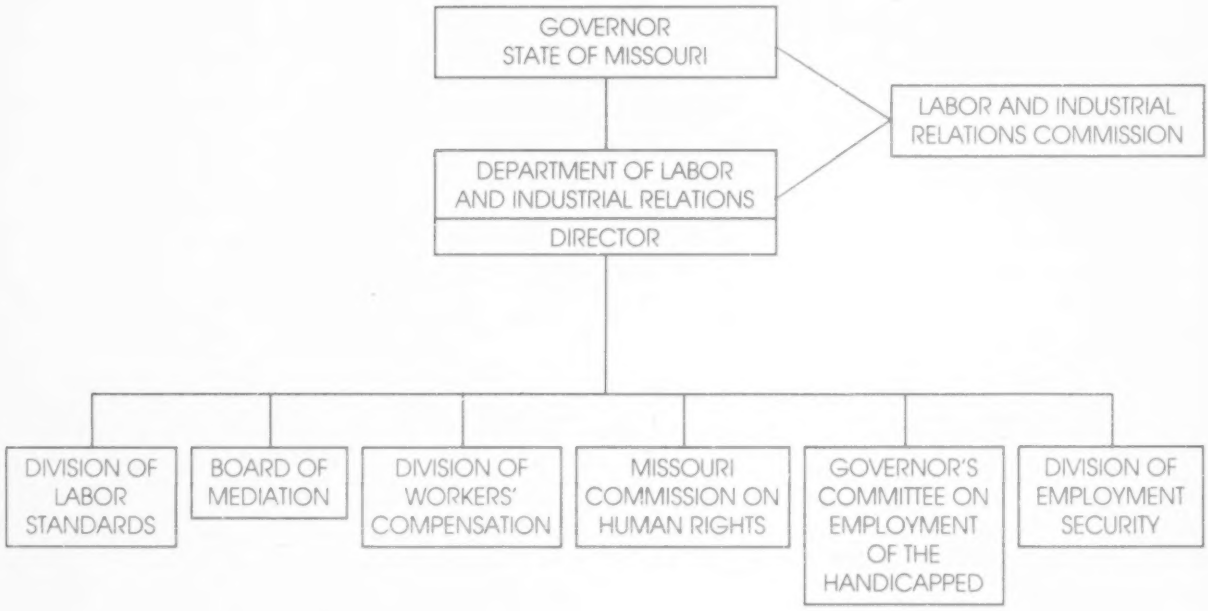
The Department of Labor and Industrial Relations is responsible for administering programs which:

- promote job placement;
- provide an income contribution for workers to offset the loss of a job because of injury;
- provide an income contribution for workers to offset the loss of a job because of layoff;
- resolve matters of majority representation and appropriate bargaining units, and the first steps in collective bargaining;
- regulate wages for certain work in public works and construction and for women;
- assist in employment of the handicapped;
- enforces Missouri's antidiscriminatory statutes.

Primary Goal

Individual economic stability and advancement is the primary goal of the department. Underlying the economic stability goal is the need to be responsive and fair to both employees and employers.

The three-member Labor and Industrial Relations Commission serves as an appeals body, and makes decisions from appeals by interested parties concerning monetary awards arising out of the unemployment insurance and workers' compensation programs, and from determinations on the prevailing hourly rates of wages on public works and highway contracts.



Labor and Industrial Relations Commission

The Labor and Industrial Relations Commission is composed of three members appointed by the Governor by and with the advice and consent of the Senate.

One member of the commission who, by reason of his previous activities and interests and who is licensed to practice law in the State of Missouri, shall represent the public. Another member on account of his previous vocation, employment, affiliation or interests shall be classified as a representative of the employer. The remaining member, on account of his previous vocation, employment, affiliation or interests, shall be classified as a representative of the employee.

A member of the commission is designated by the Governor as chairman. Historically, the representative of the public was always designated and confirmed as chairman of the commission and the present designee as chairman is also the public member designee of the commission.

Duties

The commission reviews all appeals from decisions and awards in workers' compensation cases, unemployment compensation cases and victims of crimes compensation cases and hears objections to prevailing wage determinations at the highest administrative level.

In connection with these appellate duties, the commission holds hearings and renders written opinions pursuant to the provisions of the Missouri Administrative Procedure Act which are, in turn, subject to review by the Supreme Court of Missouri and courts of lesser appellate jurisdiction.

Appeals

Employment Security

	1987	1986
Employee Benefit Appeals	2,786	3,005
Employer Contribution Appeals	144	138
Benefit Decisions Issued	411	531
Benefit Orders Issued	2,608	2,383
Contribution Decisions Issued	17	19
Contribution Orders Issued	122	109
Hearings and Oral Argument	16	12
Appeals to Circuit Court	111	108
Benefit Cases Pending June 30	617	813

Workers' Compensation

	1987	1986
Application for Review of Award of Administrative Law Judge	235	183
Application for Modification of Award of Administrative Law Judge	56	48
Applications for Approval of Settlements	60	26
Awards Issued	143	82
Orders Issued	172	149
Hearings, Oral Arguments and Evidence	68	81
Appeals to Circuit or Appellate Courts	51	78
Applications for Review on Hand June 30	40	31
Applications for Modifications Pending June 30	22	16
Cases Pending for Review June 30	35	45
Cases Pending for Oral Arguments June 30	36	32

Prevailing Wage

	1987	1986
Objections Filed	76	1732
Objections Heard	2	405
*Hearings	1	8
Orders Issued	18	110
Final Determinations	1	38
Appeals to Court	0	1

*Appropriate consolidation of Objections Filed resulted in the number of Hearings conducted.

Division of Labor Standards

The Division of Labor Standards was created by the Reorganization Act of 1974 by combining the divisions of Industrial Inspection, Mine Inspection and the Prevailing Wage Section.

The administrative officer of the division is the director who reports to the Director of the Department of Labor and Industrial Relations.

The director, with administrative support personnel, performs the business and accounting for all receipts and expenditures of all funds allocated to the division, collection of fees, issuance of theatrical booking agency licenses, provides assistance to the public relating to wages, hours and dismissal rights and compiles and coordinates reports and statistics in support of the operating sections. The operating sections are the Prevailing Wage Section and the Inspection Section.

The Prevailing Wage Section is responsible for enforcement of what is known as "The Prevailing Wage Law" which provides that no less than the prevailing hourly wages for work of a similar character in the locality in which the work is performed shall be paid to all workers employed by or on behalf of any public body engaged in public work.

The Inspection Section consists of two parts: (1) mine inspection, and (2) on-site consultation and inspection.

Inspection Section

Among the duties assigned the Inspection Section are: (1) Enforcement of the provisions of the State Child Labor laws, Chapter 294, RSMo, 1978; (2) Investigation of all accidents serious enough to require physical rehabilitation, and recommendations of safety equipment and procedures to the employers of the injured employees, Section 291.140, RSMo, 1978; (3) Inspection and licensing of theatrical booking agencies, Chapter 289, RSMo, 1978; (4) Wages, hours and dismissal rights, Chapter 290, RSMo, 1978; (5) Inspection of Missouri Mines and Caves, Chapter 293, RSMo, 1978.

Indicated are the number of inspections and investigations conducted during FY 1987:

Child Labor Inspection	2,782
Violations	217
Prosecutions	6

Missouri Mineral Production FY 1987

Kind of Mine	Tons Produced FY 1986	Tons Produced FY 1987
Clay	653,804	682,499
Coal	4,773,784	4,248,124
Copper	58,105	66,385
Iron	1,248,768	787,411
Lead	551,904	428,673
Zinc	97,043	75,187
Granite (Felsite)	313,505	337,860
Shale	948,055	1,069,964
Silica Sand	596,592	697,472

Clay FY 1987

Clay production in FY 1987 showed an increase of 28,695 tons compared to FY 1986.

Leading Clay Producers for FY 1987

Lowe's Southern Clay Co.	159,460
River Cement Co.	116,905
A. P. Green Refractories	85,648
Mantle Mining Co.	50,954

Operators*	Tonnage
A. D. Willis & Son Co.	64
Allied Chemical Co.	21,243
Alsey Refractories Co.	11,753
A. P. Green Co.	85,648
Arthur Dillon Co.	34,449
Dillon Clay Mining Co.	38,973
Forest Johnson Clay Co.	24,982
Harbison-Walker Refractories Co.	41,803
Kasten Clay Products	20,889
Langenberg Mining Co.	12,906
Lowe's Southern Clay Co.	159,460
Mantle Mining Co.	50,954
National Refractories	39,408
River Cement Co.	116,905
Southern Clay, Inc.	23,062

* There were no fatal accidents

10-Year Production Record

Year	Tons	Year	Tons
1978	1,158,215	1983	653,058
1979	1,133,541	1984	729,138
1980	1,326,280	1985	810,323
1981	887,639	1986	653,804
1982	816,118	1987	682,499

Coal FY 1987

Coal production in FY 1987 decreased 525,660 tons when compared to FY 1986.

Leading Coal Producers for FY 1987

Associated Electric Corp., Inc.	1,910,986
N.E.M.O. Coal Co.	759,138
Pittsburg & Midway Coal Co. (Empire Mine)	474,128

Operators*	Tonnage
Associated Electric Corp.	1,910,986
Bill's Coal Co.	6
Burbridge Coal Co.	112,148
Central West Coal Co.	51,247
Hi-Tech Mining Co.	65,032
Missouri Leasing & Investment Co.	3,841
Missouri Mining Co.	67,076
Moniteau Valley Mine, Inc.	1,359
N.E.M.O. Coal Co.	759,138
Peabody Coal Co. (Power Mine)	370,589
Pittsburg & Midway Coal Co. (Empire Mine)	474,128
Pittsburg & Midway Coal Co. (Midway Mine)	360,304
SunPyre Mining, Inc.	13,194
Universal Coal & Energy Co.	59,076

*There were no fatal accidents

10-Year Production Record

Year	Tons	Year	Tons
1978	5,511,794	1983	5,460,848
1979	6,850,223	1984	5,752,206
1980	5,904,795	1985	6,634,174
1981	4,623,130	1986	4,773,784
1982	5,471,155	1987	4,248,124

Production by County

County*	Tons
Barton	487,322
Bates	425,336
Cooper	3,841
Henry	370,589
Howard	60,435
Putnam	67,076
Ralls	112,148
Randolph	2,670,124
Vernon	51,253

*There were no fatal accidents

Iron FY 1987

Iron production decreased 461,357 tons during FY 1987 compared to FY 1986.

Operator*	Tonnage
Pea Ridge Iron Ore Co.	787,411

*There were no fatal accidents

10-Year Production Record

Year	Tons	Year	Tons
1978	1,359,836	1983	618,178
1979	338,563	1984	1,420,395
1980	1,570,013	1985	1,104,395
1981	1,554,612	1986	1,248,768
1982	1,553,513	1987	787,411

Lead, Zinc, Copper FY 1987

Lead production in Missouri for FY 1987 decreased 123,231 tons when compared to FY 1986. Zinc decreased 21,856 tons compared to FY 1986. Copper production increased 8,280 tons over FY 1986.

Operators*	Lead	Zinc	Copper
**The Doe Run Co.	265,067	36,014	60,206
Cominco Metals, Inc.	110,566	24,676	6,179
Homestake Mining Co.	11,925	1,353	
Asarco, Inc.	41,115	13,144	

*There were no fatal accidents

**Formerly St. Joe Minerals Corp.

10-Year Production Record

Year	Lead	Zinc	Copper
1978	702,673	123,828	21,620
1979	709,412	126,745	29,241
1980	768,690	129,855	30,315
1981	611,639	114,512	19,302
1982	656,645	118,041	13,448
1983	622,015	118,871	11,458
1984	566,982	122,640	13,146
1985	406,917	86,736	19,030
1986	551,904	97,043	58,105
1987	428,673	75,187	66,385

Silica Sand FY 1987

The FY 1987 production of Silica Sand increased 101,380 tons compared to FY 1986.

Operators*	Tonnage
Master Bros. Silica Sand	47,372
**U. S. Silica	189,626
River Cement Co.	158,045
Unimin Corp.	302,929

*There were no fatal accidents
**Formerly Pennsylvania Glass Sand Co.

10-Year Production Record

Year	Tons	Year	Tons
1978	1,327,453	1983	758,606
1979	1,098,011	1984	655,667
1980	1,127,920	1985	669,883
1981	1,112,040	1986	596,592
1982	1,083,175	1987	697,972

Shale FY 1987

Shale production for FY 1987 increased 121,909 tons compared to FY 1986.

Operators*	Tonnage
Buildex, Inc.	140,946
Ceramo Co.	7,682
Continental Cement Co.	123,596
Dundee Cement Co.	708,810
Midland Brick & Tile Co.	88,930

*There were no fatal accidents

10-Year Production Record

Year	Tons	Year	Tons
1978	1,348,952	1983	819,200
1979	1,415,073	1984	875,515
1980	1,186,667	1985	909,142
1981	1,024,042	1986	948,055
1982	916,582	1987	1,069,964

Granite FY 1987

Operators*	Tonnage
G.A.F. Chemicals Corps.	336,975
Missouri Red Quarries, Inc.	179
St. Francois Red Quarries	706

*There were no fatal accidents

No fatal accidents occurred in Missouri Mines during FY 1987.

Caves

An Act of the 63rd General Assembly authorized and directed inspection of all Caves held open to the public and to require every cave owner, operator or agent to provide necessary safety guard rails, bridges, ladders, entrances, platforms, walkways, safety barriers, rails, paths, all electrical and other safety measures in and around any such Caves before they may be opened to the public and to file complete and true map plans of such Caves.

Section 293.260 RSMo requires the Inspection Section to inspect such Caves at least once a year. The annual inspection fee is $35.

County	Name of Cave	Address
Barry	Crystal Caverns	Cassville
Camden	Bear Cave	Camdenton
	Ozark Caverns	Osage Beach
	Bridal Cave	Camdenton
Carter	Cave Spring Onyx Caverns	Van Burean
Crawford	Cathederal Cave	Leasburg
	Onondaga Cave	Leasburg
Franklin	Fisher's Cave	Sullivan
	Meramec Caverns	Stanton
Greene	Crystal Cave	Springfield
	Fantastic Caverns	Springfield
McDonald	Ozark Wonder Cave	Noel
	Bluff Dweller's Cave	Noel
	Truitts Cave	Lanagan
Marion	Cameron Cave	Hannibal
	Mark Twain Cave	Hannibal
Miller	Indian Burial Cave	Osage Beach
	Fantasy World Cavern	Osage Beach
Morgan	Jacob's Cave	Versailles
St. Francois	Bonne Terre Cave	Bonne Terre
Shannon	Round Spring Cave	Round Spring
	Devil's Well Cave	Van Burean
Stone	Talking Rock Cave	Silver Dollar City
	Marvel Cave	Silver Dollar City
Wayne	Rebel Cave	Silva

Mine Safety Training Section

The Mine Safety Training Section of the Missouri Division of Labor Standards continued its program of assistance in developing and promoting Federal/State coordination and

cooperation in improving the health and safety conditions in Missouri's mines, consistent with the intent of the Federal Mine Safety and Health Act of 1977. This law affects all owners and/or operators in surface and underground mines.

The Mine Safety Training Section is composed of three instructors and one secretary. New Miner, Annual Refresher, First Aid and Mine Rescue classes are held throughout the State. During the period July 1, 1986 to June 30, 1987, training was provided for 2,569 miners.

Services

In addition to safety training, the State Mine Safety Training Section provides a variety of other services to the mining industry. The instructors will, upon request, discuss and interpret the Federal (MSHA) training laws for individual companies. When mining operations lack sufficient company safety training plans, assistance is provided to the companies in writing adequate ones. The instructors also provide mine rescue training to the mine having rescue teams. On Site Safety Consultation is also available to Missouri's mine operators, upon request.

The Missouri Division of Labor Standards, Mine Safety Training Section believes one of its major assets is its availability to the State's mining industry. Mine operators in the State of Missouri have been apprised of the availability of safety training, and continue to utilize this service.

Missouri Safety and Health Consultation Service

The Missouri Legislature created the Missouri Safety and Health Consultation Service effective July 1, 1979. This service is funded 90 percent by the Federal government and 10 percent by the State government. The objective of this service is to provide professional expertise to the Missouri business community in the area of safety and health in the workplace at no cost to the employer in order to reduce costly accidents and illnesses.

This service is a strictly confidential consultative activity with no fines or penalties.

The service is available to all businesses in the State only upon their request. The place of business cannot be visited without the invitation of the owner or duly authorized representative. This program is found in all fifty States and was mandated by the United States Congress. During the period July 1, 1986, to June 30, 1987, the Division received 397 requests for assistance, and performed 322 visits to the Missouri business community.

In these 322 visits, staff consultants found 4,959 hazards and have made recommendations to the employers as to the most expedient and least expensive method of eliminating these hazards. These visits have provided a safer and more hazard free place of employment for approximately 20,018 employees.

Upon Request

In addition to hazard identification and correction, this service now offers training and education for employers and employees in all safety and health matters. Each training visit is tailored to the needs and wishes of that particular business.

Exemptions from OSHA Enforcement Inspections are now given for a one year period to businesses who eliminate all safety and health hazards and establish and maintain an effective safety and health program.

Prevailing Wage Section

The Prevailing Wage Section was established for the purpose of administering and enforcing those Missouri statutes pertinent to the Prevailing Wage Law. The specific issues which lie within the responsibility of the Prevailing Wage Section include conducting wage surveys, wage inspections, issuing wage determinations, and the Annual General Wage Order for the Highway and Transportation Commission.

Additionally, this section is responsible for providing that information required by the Labor and Industrial Relations Commission in support of wage determinations or the wage order and resolution of any objections against same.

Construction Wage surveys are conducted periodically throughout the year to establish

the prevailing wage rates for laborers, mechanics and other workers employed in the construction of public works. In addition, one-site inspections are performed to assure compliance with the prevailing wage scales and to investigate workmen's complaints. During the past two fiscal years, this Section's performance statistics were as follows:

Summary Prevailing Wage Statistics

	FY 1986	FY 1987
1. Determination issued	4,724	3,152
2. Inspections and/or visits to public bodies	3,086	4,995
3. Objections filed	1,732	76
4. Violations	125	85
5. Wages and Penalties Assessed	$144,000.00	$400,441.53
6. Workmen Effected by (5)	460	529

Prevailing Wage Section Number of Wage Determinations

State Board of Mediation

The State Board of Mediation is a quasi-judicial board created by an act of the General Assembly in 1947 through the enactment of Chapter 295. The Board was established to mediate labor disputes occurring in public utilities and to aid the utility employer and its union employees in their collective bargaining negotiations, when necessary, so that labor disputes in public utilities could be peacefully settled without strikes or lockouts. Provisions of Section 295.180 were held to be in conflict with federal law and, to that extent, invalid under the Supremacy clause of the U. S. Constitution.

The Board consists of two members who are employers of labor or selected from an association representing employers of labor, and two members holding membership in a bona fide trade or labor union. The fifth member is neither an employee nor an employer of labor and is the chairman. The chairman devotes full time as the Administrator of the Board. Board members are paid on a per diem basis.

The Federal Mediation and Conciliation Service has assisted in mediating disputes in public utilities due to the understaffing of the State Board of Mediation.

Public Sector Labor Law

Effective October, 1967, the Missouri legislature enacted the Public Sector Labor Law. This law covers public employees in Missouri. Under Missouri statute and caselaw, public employees have the right to join a union, however, they have no right to strike or to enforce any agreement which they may reach with the public employer.

The act provides that public bodies or their designated representative shall meet, confer and discuss proposals relative to conditions of employment with the labor or employee organization which is the exclusive bargaining representative. The Board is statutorily charged with the responsibility of determining an appropriate unit of employees based on whether or not they share a community of interest and to determine majority status by conducting an election.

The Board has no authority to process unfair labor practices as there are no provisions in Missouri law for this purpose. An appeal from a decision of the Board may be taken to the circuit court. The administrative rules for processing a petition were promulgated in 1976 and can be found at 8 CSR 40-1.010 to 40-2.180.

Project: Information

With the acquisition in FY87 of a database software program for the Board's personal computer, the Board will be entering data relating to public sector bargaining into the computer's database. Up-to-date information on the status of unionization in the public sector is of vital interest to many and particularly to public employers and employee organizations. The new software program will enable the Board to access information more readily as well as compile useful statistical information on such issues as bargaining units, Board decisions, elections, bargaining history and other useful information.

Resolutions/ State Agencies

During 1986-87, the State of Missouri engaged in meet and confer sessions with the unions representing state workers. Copies of the completed Resolutions were filed with the State Board of Mediation. A summary of each unit follows.

1. Department of Health, Missouri Rehabilitation Center/AFSCME State Council 72. Approximately 255 employees covered. Term: September 1, 1986 through August 31, 1989.
2. Department of Mental Health/AFSCME State Council 72. Approximately 6,886 employees covered. Term: January 1, 1987 through December 31, 1989.
3. Division of Employment Security/Service Employees International Union, Local #50. Approximately 1,043 employees covered. Term: September 1, 1986 through August 31, 1989.
4. Department of Mental Health/Missouri Nurses Association. Approximately 648 employees covered. Term: under discussion — Resolutions expired July 31, 1987.

5. Department of Social Services/ Communications Workers of America. Approximately 5,072 employees covered. Term: January 1, 1987 through September 30, 1989.

6. Department of Corrections and Human Resources, Probation and Parole, and Clerical units/Service Employees International Union, Local #714. Approximately 940 employees covered. Term: August 1, 1986 through July 31, 1988.

7. Missouri Veterans' Home in St. James, MO/AFSCME State Council 72. Approximately 145 employees covered. Term: July 1, 1987 through June 30, 1990.

8. Missouri Commission on Human Rights/Communications Workers of America. Approximately 24 employees covered. Term: June 1, 1987 through January 31, 1990.

9. Department of Corrections and Human Resources/AFSCME State Council 72. Approximately 2,700 employees covered. Term: January 1, 1988 through December 31, 1991.

10. Ellis Fischel State Cancer Center/AFSCME State Council 72. Approximately 103 employees covered. Term: November 1, 1987 through October 31, 1990.

Litigation

***Robert Baer et al., v. Civilian Personnel Division, St. Louis Police Officers' Association, et al.*, Case No. CV185-467CC, Cole County Circuit Court, 714 S.W.2d 536 (W.D. 1986).**

This case is a Petition for Review of a final order of the State Board of Mediation. The Board of Mediation was not named as a necessary party, therefore, defendants' attorney filed a motion to dismiss said Petition for Review for failure to name the State Board of Mediation as a necessary party. On July 30, 1985, defendants' motion to dismiss was granted. Plaintiffs filed an appeal from that decision with the Missouri Court of Appeals, Western District, again arguing that the State Board of Mediation was not a necessary party to said Petition for Review of the Board's final order. The Western District agreed and issued its opinion remanding the case back to Cole County Court with directions to reinstate petitioner's Petition for Review. This case is still pending in Cole County Court awaiting a final decision on the remaining issues.

***Institutional and Public Employees Union, Local 410, AFSCME, AFL-CIO v. State Board of Mediation, et al.*, Case No. CV187-541CC, Cole County Circuit Court.**

This case involves a Petition for Review of the Board's final order. In light of the Western District Court of Appeal's decision in *Robert Baer et al. v. Civilian Personnel Division, St. Louis Police Officers' Association*, 714 S.W.2d 536 (1986) (stating that the State Board of Mediation was not a necessary party to a Petition for Review where it acted merely as a neutral fact-finder) a motion to dismiss the State Board of Mediation and its individual members from the petition for review action was filed. After review of the said motion Judge McHenry granted same in light of the **Baer** decision out of the Western District Court of Appeals.

***Local 50, Service Employees International Union, AFL-CIO, et al., v. John Ashcroft, Bruce Cornett, John Pelzer, Ivan Schraeder, and Jerry M. Hunter*, Case No. CV186-560CC, Cole County Circuit Court.**

This case was a Petition for a Writ of Mandamus or in the alternative for a preliminary and permanent injunction and for a declaratory judgment filed by plaintiffs alleging that defendants were attempting to change the scope of a bargaining unit administratively and without action to amend or clarify the unit by the State Board of Mediation. The Circuit Court denied petitioner's Request for a Writ of Mandamus and dismissed petitioner's Request for a Permanent Injunction for failure to state a claim upon which relief could be granted. However, the Court granted plaintiff's petition seeking a declaratory judgment stating that defendants have an obligation to meet, confer and discuss proposals relative to salaries and other conditions of employment of **all** employees in the bargaining unit certified by the State Board of Mediation until such time as the said unit is changed or modified by order of the State Board of Mediation, or by mutual agreement of the parties. Furthermore, the defendants could not unilaterally delete any employees from a bargaining unit certified by the State Board of Mediation. No Appeal was taken from this order.

***Communication Workers of America, AFL-CIO v. John Ashcroft, et al.*, CV186-1097CC, Cole County Circuit Court.**

This case is a Petition for a Declaratory Judgement filed by Communication Workers of America, AFL-CIO, requesting the Court to declare that plaintiff union has the right to meet and confer with defendants regarding salaries and other conditions of employment of **all** employees in the bargaining unit certified by the State Board of Mediation in public case 83-012, and that defendants may not unilaterally delete any employees from said bargaining unit certified by the State Board of Mediation. The bargaining unit originally certified was made up of employees who were within the Division of Health of the Department of Social Services. The union negotiated an agreement with the Department of Social Services' employees in May, 1985, which covered the Division of Health employees. The legislature created a Department of Health effective September, 1985. In October of 1985, the new Department of Health stopped dues checkoff for its employees and failed to recognize said union for its employees. As a result, the above said Petition for Declaratory Judgement was filed. This case is still pending in the Circuit Court of Cole County.

Cases

***Service Employees International Union, Local 50 v. St. Louis Housing Authority* (R 87-001)**

SEIU filed a petition on 7-14-86 to represent a bargaining unit consisting of 59 service and maintenance employees of the Housing Authority. The parties stipulated to the composition of the unit and entered into a consent election agreement. An election was conducted by the Board on 9-16-86 and SEIU, Local 50 was certified on 9-30-86.

***City of Jefferson v. International Association of Fire Fighters, Local 671* (UC 87-002)**

The employer, City of Jefferson, filed a petition on 8-1-86 to clarify an existing bargaining unit of fire fighters. The employer's position was that the Training Officer, the Public Education and Safety Officer, the Administrative Secretary, the Assistant Chief and the Chief should be excluded from the unit because of their supervisory, managerial and confidential status. After several meetings with the Board, the employer and the union entered into a stipulation agreeing to the changes and an Amended Certification was issued 9-24-86.

***International Association of Fire Fighters, Local 2665 v. Maryland Heights Fire District* (R 87-003)**

The IAFF filed a petition on 8-15-86 to represent a bargaining unit of 28 fire fighters including Fire Fighters, Privates, Engineers and Paramedics. The employer and the union entered into a stipulation and consent election agreement on 9-25-86. The Board conducted an election with IAFF, Local 2665 receiving a majority of the votes cast. The union was certified on 11-20-86.

***Service Employees International Union, Local 96, AFL-CIO v. Little Blue Valley Sewer District* (R 87-004)**

SEIU filed a petition on 9-2-86 to represent a bargaining unit consisting of 35 employees with the classifications of Shift Foreman, Electrician, Maintenanceman, Maintenance Foreman, Laboratory Technician, Operator, Janitor and the Laboratory Director. The parties agreed to a consent election, conducted on 10-16-86. SEIU, Local 96 received the majority of the votes cast and the Certification of representation was issued on 10-31-86.

***Missouri Nurses Association v. Department of Mental Health* (M 87-005)**

The Missouri Nurses Association appraised the Board of their desire to proceed to advisory arbitration.

***Institutional and Public Employees Union, Local 410, AFSCME, AFL-CIO v. City of St. Louis, Water Division* (R 87-006)**
Intervenor: St. Louis Municipal Employees, Local 675 AFSCME

IPEU, Local 410, AFSCME, filed a petition on 10-6-86 to represent a bargaining unit of 208 employees consisting of all civil service employees of the City of St. Louis working in the Water Division of the Department of Public Utilities, excluding managers, supervisors, confidential employees and those employees who had been traditionally represented by skilled craft unions (electricians, carpenters, stationary engineers and construction equipment operators).

St. Louis Municipal Employees, Local 675 AFSCME, claimed to represent some of the employees in the petitioned for unit. The parties agreed to exclude from any appropriate unit limited term and professional employees. Local 675, AFSCME, met its burden of demonstrating its substantial interest to qualify as an intervenor and was placed on the ballot. A hearing was set to hear disputed issues to be resolved by the Board.

The Board was to determine (1) whether or not the mechnical maintenance workers and water treatment operators were traditionally and historically represented by Operating Engineers, Local 2 as part of a trade or skilled craft unit, recognized by the employer and (2) whether or not there was a contract bar which would preclude the petitioner, IPEU, Local 410, AFSCME, from representing these two classifications of employees. After a careful review of the facts, the Board issued a decision and held that the "T" schedule employees, which included the mechnical maintenance worker and water treatment operator, had been historically represented by the trade unions and therefore should be excluded from the unit sought by petitioner, IPEU, Local 410, AFSCME, and that there existed a contract bar.

The Board then directed an election in the unit found to be appropriate. An election was conducted by the Board on 3-18-87. IPEU, Local 410, AFSCME, received a majority of the votes cast. On 4-3-87 the Board issued the certification designating Local 410 as the exclusive bargaining representative.

On May 1, 1987, AFSCME, Local 410, filed a Petition for Review in Cole County Circuit Court. This action is pending.

***Carl L. McGill v. City of Malden and Local 2, International Union of Operating Engineers* (RD 87-007)**

In March, 1984, IUOE, Local 2 was certified as the exclusive bargaining representative for all the employees of the Utility Department of the City of Malden. No agreement was negotiated between the union and the City. In October, 1986, an individual employee filed a petition for a decertification election. An election was scheduled, but cancelled after receipt of a letter of disclaimer from IUOE, Local 2. The Board accepted and approved the disclaimer and the Certification was revoked on 12-15-86.

***International Union of Operating Engineers, Local 2, AFL-CIO v. Butler County Assessor's Office* (R 87-008)**

IUOE, Local 2 filed a petition on 11-17-86 to represent a unit of 4 clerical and field personnel in the Butler County Assessor's office. The parties entered into a stipulation for consent election agreement. The election was conducted on 2-18-87. IUOE, Local 2 received a majority of the votes cast and was certified as the exclusive bargaining representative on 3-9-87.

***United Food and Commercial Workers Union, Local 655 v. Sikeston Public School District* (R 87-009)**

UFCW filed a petition on 11-19-86 seeking to represent a unit of 28 school bus drivers. The school district's position was that the petitioned-for-unit was not an appropriate unit and that the appropriate unit should be a unit of all Transportation Department employees, building and grounds employees, food service employees and office clerical employees. The parties were unable to agree on an appropriate unit and the matter was set for hearing.

The Board found that the appropriate unit was a unit of all transportation employees, including mechanics, and substitute bus drivers and excluding all other employees. The Board issued a decision and held that the unit sought need not be the most appropriate unit, but only an appropriate unit. The Board conducted an undeterminative election on 5-22-87 as a result of a challenged ballot cast. After an investigation by the Chairman, it was determined that the challenge had no merit and was opened and counted which resulted in no majority

vote. The Board issued a certification of no representation on 6-9-87.

***United Food and Commercial Workers Union, Local 655 v. City of Morehouse* (R 87-010)**

UFCW filed a petition on 11-19-86 to represent city employees in the City of Morehouse, excluding the police officers, the city clerks, and the water plant superintendent. In the absence of any disputed issues of fact, the Board issued an order and directed election. The election was conducted on 2-19-87 with UFCW receiving a majority of the votes cast. A Certification was issued to UFCW on 3-9-87.

***United Food and Commercial Workers Union, Local 655 v. Poplar Bluff School District* (R 87-011)**
Incumbent: Teamsters, Local 574

UFCW filed a petition on 11-19-86 to represent a unit of 100 bus drivers, custodial workers, maintenance employees, cooks, lunch room drivers, mechanics and warehouse workers. In 1982, Teamsters, Local 574 was certified as exclusive bargaining representative for a portion of the unit sought; however, no agreement was in effect and the Teamsters disclaimed any interest in representing the employees petitioned for.

The parties entered into a stipulation for consent election. The election was conducted on 2-20-87 with UFCW receiving a majority of the votes cast. UFCW was certified as exclusive bargaining representative on 3-9-87.

***United Food and Commercial Workers Union, Local 655 v. City of Sikeston* (R 87-012)**

UFCW filed a petition on 11-24-86 to represent 21 employees of the City in the Street Department, Park Department, Airport, maintenance employees and vehicle maintenance employees and mechanics, excluding supervisors, office clerical and street equipment operators. The parties later agreed to include the street equipment operators. The parties later agreed to include the street equipment operator, airport lineman and vehicle maintenance supervisor, and to allow four employees in the Planning Division to vote subject to challenge in accordance with Board rules.

In dispute was whether or not the working crew leaders were supervisory. After a hearing the Board held that they were not supervisors and should be included in the unit. Neither party received a majority of the votes case. A Certification of no representation was issued on 6-9-87.

***International Association of Fire Fighters, Local 757, St. Charles City Professional Fire Fighters, AFL-CIO. CLC v. St. Charles County Ambulance District* (R 87-013)**

St. Charles Professional Fire Fighters, Local 757, IAFF, filed a petition on 12-8-86 to represent 42 field operations supervisors, assistant field operations supervisors, full time road paramedics, and dispatchers. The parties were unable to agree as to the composition of the unit and the matter was set for hearing.

At the hearing, the parties entered into a stipulation. The unit agreed to was all full-time EMT's, dispatchers, paramedics and assistant supervisors, excluding field operations supervisors, office staff, part-time employees and the director. An election was conducted on 3-17-87. The union received a majority of the votes cast and was certified as the exclusive representative on 4-3-87.

***International Union of Operating Engineers, Local 2 v. Butler County Court* (R 87-014)**

IUOE, Local 2 filed a petition on 1-9-87 to represent 4 deputy clerks in the Butler County Clerk's office. The parties stipulated to the bargaining unit and the election was conducted on 2-18-87. The union received a majority of the votes cast and was certified as the exclusive representative on 3-9-87.

***University City Federation of Teachers MFT/AFT/AFL-CIO v. University City School District* (R 87-015)**

University City Federation of Teachers MFT/AFT filed a petition on 2-9-87 to represent 74 full-time custodial and maintenance employees of the school district. SEIU, Local 50 claimed to represent the petitioned-for employees. The school district had previously contracted for custodial service with a private contractor, but the contract had expired and the district had rehired some of the employees.

The parties agreed to expand the unit to include 75 employees which included lead custodians and lead maintenance employees. An election was conducted on 4-1-87 and AFT received a majority of the votes case. AFT was certified as exclusive representative on 4-16-87.

***Midwest Joint Board of the International Leather Goods, Plastics & Novelty Workers Union, AFL-CIO v. Meramec Valley R-3 School District* (R 87-016)**

On 4-20-87 the union filed a petition to represent 22 full-time custodians in the school district. The parties entered into a stipulation and consent election agreement. The election was conducted on 6-10-87. One challenge ballot was cast which was determinative. The Chairman investigated the challenge ballot and determined that it was valid. The ballot was opened and counted, which resulted in no majority of the votes cast. Objections to the conduct of the election were filed. The Chairman investigated the objections filed and a decision was issued setting asidethe results of the election and ordering a new election. The second election was held 9-9-87. The union lost and a Certification of No Representation was issued 9-23-87.

***International Association of Fire Fighters, Local 2665 v. Riverview Fire Protection District* (R 87-017)**

On 5-27-87, the IAFF, Local 2665 filed a petition to represent approximately 17 fire fighters including privates, probationary privates and captains, excluding the chief. The parties were unable to agree as to the composition of the bargaining unit. It is the employer's position that the captains are either supervisory or confidential employees. The decision of the board concluded that the captains were neither supervisors nor confidential employees and were therefore included in the bargaining unit. The election in this matter is scheduled for November 12, 1987.

***Kenneth J. Hodapp v. Ferguson-Florissant School District and Independent School Employees, Local 60* (RD 87-018)**

On 6-8-87, an individual filed a petition for decertification of the exclusive bargaining representative, Independent School Employees, Local 60. The unit consisted of 49 maintenance and bus mechanics. After an investigation, the Board determined that a valid agreement was in effect. The petition was dismissed as untimely filed on 6-22-87.

***International Association of Fire Fighters, Local 3100 v. City of Excelsior Springs* (R 87-019)**

On 6-8-87, IAFF, Local 3100 filed a petition to represent approximately 9 full-time fire fighters and paramedics in the City of Excelsior Springs, excluding the chief. On 7-23-87, the union requested that the petition be withdrawn and the petition was dismissed accordingly.

Division of Workers' Compensation

The Division of Workers' Compensation is responsible for administration of the Missouri Workers' Compensation Law. The law has been in effect since Nov. 2, 1926, when it was approved by a referendum vote.

The law today is essentially the same as the original, making compensation for wage loss, death and medical attention the responsibility of the employment which ceated the need. The primary function of the division is the prompt and equitable adjudication of all cases reported.

The division's administrative organization is designed to promote a fair and amicable settlement of all cases, resulting in a minimum of formal litigation. To assist in the disposition of these settlements, the division maintains a central office in Jefferson City and six branch offices located strategically throughout the state.

Work Volume

The division recorded an increase in injury reports in 1986 and an increase in the number of formal claims filed. The ratio of claims filed to reports of injuries received in 1986 was 9 percent, compared to 10 percent in 1985.

In 1986, the Division of Workers' Compensation:

- Received and processed 177,290 reports of injuries;
- Filed and processed 16,529 claims for compensation;
- Set 22,703 cases for formal hearing;
- Set 30,943 cases for pre-trial conferences;
- Conducted 505 formal hearings;
- Held 36,301 informal conferences;
- Made 538 awards;
- Approved 18,905 compromise settlements;
- Dismissed 3,123 claims for compensation;
- And, filed 107,634 forms of acceptance of law and withdrawals of acceptances.

Coverage

Workers' Compensation originally as elective for all employers. The law was changed in 1978 to make coverage mandatory for all employers with more than four employees (unless a hazardous occupation is involved).

During 1986, there were 107,564 filings for memorandum of insurance coverage, an increase over the 104,938 filings in 1985.

Second Injury Fund

In 1943, the law was amended to benefit the physically handicapped and/or those with a previous disability and the employer. With this amendment, the liability of the employer was limited for subsequent injuries resulting in permanent total disabilities.

When an employee was reinjured, with the combined effect of both injuries resulting in permanent total disability, the employer at the time of the last injury is liable only for the compensation for that injury. The remaining compensation due would be paid from the Second Injury Fund.

Potential liability for the fund was expanded in 1957 to include any permanent partial disability compounded by a subsequent injury without restriction as to type or extent.

During 1986, there were 80 permanently and totally disabled workers receiving payments ($457,905) from the fund -- an increase from the 73 receiving payments in 1985.

Compounded permanent partial disability payments to 2,224 individuals, the result of subsequent injuries, totaled $7,087,678 in 1986. Physical rehabilitation payments from the fund during 1986 totaled $371,876 in 424 cases. Payments made under the medical and death section amounted to $64,739 in 14 cases during 1986.

The total amount paid from the fund during 1986 for all benefits was $7,982,201. And the total amount paid out of the fund from its establishment on July 7, 1943, through Dec. 31, 1986, was $32,729,560.

Physical Rehabilitation

Physical rehabilitation of workers seriously

injured in their employment is a provision of the Missouri Workers' Compensation Law. This amendment, effective Oct. 9, 1951, provides for physical rehabilitation of the seriously injured worker at the expense of the employer and insurer and the payment of additional benefits as from the Second Injury Fund during rehabilitation.

Physical rehabilitation is designed for restoration of the seriously injured "as soon as possible and as nearly as possible to a condition of self-support and maintenance as an able-bodied workman . . ."

This specialized medical attention may be provided only by doctors and hospitals certified by the Division of Workers' Compensation if the injured worker is to receive additional benefits from the Second Injury Fund.

The period of rehabilitation is limited to 20 weeks unless the division determines it should be extended.

During 1986, the division approved agreements in 563 physical rehabilitation cases, increasing the total rehabilitation cases to 6,147 since the law was amended.

Fiscal Year	Applications	Compensation	Awards	Denials
83	192	30,894.95	10	35
84	446	602,431.83	179	126
85	570	1,091,108.63	320	287
86	666	1,002,362.718*	288	182
		158,410.37**	43	
87	848	1,502,422.11*	415	302
		209,935.65**	56	

* State Funds ** Federal Funds

Crime Victims

The Division of Workers' Compensation is responsible for the administration of the Missouri Crime Victims' Compensation Law. This legislation was enacted in 1981 to assist victims of violent crimes who have suffered physical injury as a direct result of a crime or, in the case of the death of the victim, a dependent.

On Oct. 1, 1981, the courts of Missouri began entering judgements of $26 against defendants who were given a sentence of imprisonment, or suspended imposition of sentence or placed under the supervision of the State Board of Probation and Parole or any county parole office after an adjudication of guilty or after imposition of sentence. On July 1, 1982, the claims taking process began, with applications for the program being accepted for crimes which occurred on or after that date. On Jan. 1, 1983, the final stage allowed for the payment of claims to begin.

Since 1983, there have been two significant changes to the law. On Aug. 13, 1984, the courts began assessing the $26 against defendants found guilty of an alcohol related traffic offense. At the same time, the victims of an alcohol related traffic offense or vehicular manslaughter were eligible for compensation. On Sept. 28, 1985, the judgement was raised from $26 to $36. The residence requirement also was dropped so that any victim of a violent crime in Missouri could file for compensation.

To be eligible for compensation:

- the crime must have occurred in Missouri;
- the crime must have been reported to the law enforcement agency within 48 hours;
- the victim or claimant must cooperate with the law enforcement agency;
- the claim must be filed within one year of the crime;
- the claimant must have suffered an out of pocket expense of at least $200.00 or have lost two continuous weeks earnings or support.

Self-Insurance

The Missouri Workers' Compensation Law provides that an employer may carry compensation liability without insurance upon satisfying the division of the ability to do so, subject to rules and regulations, and upon posting of security.

During Dec. 1984, the individual self-insurers of Missouri had a total of 288,183 employees at a monthly payroll of $774,821,719, while during December, 1985, there were 283,646 employees at a monthly payroll of $552,718,669. As of December 31, 1986, 345,280 employees were covered with a monthly payroll of $723,416,629.50.

On Dec. 1, 1984, there were 231 qualified individual self-insurers, as of Dec. 1, 1985, 218 held the authority and on Dec. 31, 1986, 210 employers were self-insured while posting bonds or escrow security of $33,120,000.00.

Cost by Industry and Type of Disability for 1986

Industry	Compensation	Medical	Total
Agriculture	$ 437,241.17	$ 603,961.51	$ 1,041,202.68
Temporary Total	$ 195,387.71	$ 464,802.18	$ 660,189.89
Permanent Partial	$ 241,853.46	$ 139,062.33	$ 380,915.79
*Other	$ 0.00	$ 97.00	$ 97.00
Mining	$ 361,905.95	$ 408,949.82	$ 770,855.77
Temporary Total	$ 166,841.03	$ 328,494.98	$ 495,336.01
Permanent Partial	$ 195,064.92	$ 80,404.84	$ 275,469.76
*Other	$ 0.00	$ 50.00	$ 50.00
Contract Construction	$ 5,931,573.63	$ 6,883,059.21	$ 12,814,632.84
Temporary Total	$ 3,187,971.08	$ 5,718,419.30	$ 8,906,390.38
Permanent Partial	$ 2,643,602.56	$ 1,154,381.88	$ 3,797,984.44
*Other	$ 99,999.99	$ 10,258.03	$ 110,258.02
Manufacturing	$ 11,701,472.15	$ 14,746,389.48	$ 26,447,861.63
Temporary Total	$ 5,896,662.26	$ 12,141,856.73	$ 18,038,518.99
Permanent Partial	$ 5,750,263.17	$ 2,543,493.51	$ 8,293,756.68
*Other	$ 54,546.72	$ 61,039.24	$ 115,585.96
Transportation	$ 5,642,863.73	$ 6,697,425.55	$ 12,340,289.28
Temporary Total	$ 3,287,150.50	$ 5,643,928.22	$ 8,931,078.72
Permanent Partial	$ 2,337,644.57	$ 1,008,599.70	$ 3,346,244.27
*Other	$ 18,068.66	$ 44,897.63	$ 62,966.29
Trade	$ 7,049,203.27	$ 10,651,618.17	$ 17,700,821.44
Temporary Total	$ 3,452,058.22	$ 8,818,103.25	$ 12,270,161.47
Permanent Partial	$ 3,552,831.75	$ 1,794,108.25	$ 5,346,940.00
*Other	$ 44,313.30	$ 39,406.67	$ 83,719.97
Finance, Insurance, Real Estate	$ 632,835.19	$ 931,446.15	$ 1,564,281.34
Temporary Total	$ 217,138.21	$ 727,154.44	$ 944,292.65
Permanent Partial	$ 415,696.98	$ 204,217.06	$ 619,914.04
*Other	$ 0.00	$ 74.65	$ 74.65
Services	$ 6,779,113.90	$ 10,376,480.57	$ 17,155,594.47
Temporary Total	$ 3,348,235.91	$ 8,452,559.92	$ 11,800,795.83
Permanent Partial	$ 3,430,362.79	$ 1,913,534.40	$ 5,343,897.19
*Other	$ 515.20	$ 10,386.25	$ 10,901.45
Government	$ 1,675,565.12	$ 2,777,130.46	$ 4,452,695.58
Temporary Total	$ 795,003.76	$ 2,345,153.89	$ 3,140,157.65
Permanent Partial	$ 880,561.36	$ 428,756.83	$ 1,309,318.24
*Other	$ 0.00	$ 3,219.69	$ 3,219.69
All Others	$ 2,440,747.63	$ 3,205,106.85	$ 5,645,854.48
Temporary Total	$ 1,331,155.87	$ 2,612,122.47	$ 3,943,278.34
Permanent Partial	$ 1,084,955.85	$ 589,230.37	$ 1,674,186.22
*Other	$ 24,635.91	$ 3,754.01	$ 28,389.92
Grand Total	$ 42,652,521.74	$ 57,281,567.77	$ 99,934,089.51
Temporary Total	$ 21,877,604.55	$ 47,252,595.38	$ 69,130,199.93
Permanent Partial	$ 20,532,837.41	$ 9,855,789.22	$ 30,388,626.63
*Other	$ 242,079.78	$ 173,183.17	$ 415,262.95

*Other — Temporary Partial, Permanent Total, Fatalities and Records Unknown

Cost by Type of Disability by County for 1986

County	Temporary Total	Permanent Partial	Death	Other
Adair	$ 222,209.08	$ 77,839.07	$ 0.00	$ 577.68
Andrew	26,285.21	22,172.93	0.00	0.00
Atchison	22,242.40	21,057.33	0.00	0.00
Audrain	187,516.00	114,620.76	0.00	0.00
Barry	298,662.70	134,163.23	0.00	116.00
Barton	133,603.22	30,424.19	0.00	0.00
Bates	104,930.94	72,734.34	0.00	0.00
Benton	78,128.65	38,020.12	0.00	0.00
Bollinger	44,001.63	31,752.20	0.00	17.00
Boone	1,293,022.49	542,056.89	2,600.00	918.62
Buchanan	1,457,567.03	1,336,206.50	0.00	453.00
Butler	369,922.25	244,975.19	0.00	0.00
Caldwell	12,891.95	41,713.35	0.00	0.00
Callaway	387,602.22	116,027.39	0.00	0.00
Camden	387,946.03	295,835.10	19,966.52	30.00
Cape Girardeau	757,643.28	316,908.43	0.00	52.00
Carroll	176,000.46	4,250.15	0.00	0.00
Carter	67,521.45	15,526.09	0.00	0.00
Cass	290,606.38	233,692.17	0.00	345.00
Cedar	58,659.51	32,123.19	0.00	0.00
Chariton	43,940.95	12,856.02	0.00	0.00
Christian	131,590.37	160,585.00	0.00	0.00
Clark	24,956.24	11,439.01	0.00	0.00
Clay	1,851,496.76	1,063,411.59	595.00	1,238.20
Clinton	79,414.51	73,054.35	0.00	0.00
Cole	687,358.61	231,183.57	200.00	7,482.40
Cooper	131,933.07	163,514.71	0.00	0.00
Crawford	91,438.15	62,985.01	0.00	0.00
Dade	65,921.17	13,542.75	0.00	0.00
Dallas	30,471.55	9,224.90	0.00	205.00
Daviess	8,172.21	21,875.53	0.00	0.00
DeKalb	41,524.09	21,831.10	0.00	74.65
Dent	67,410.75	19,778.38	0.00	0.00
Douglas	44,792.80	24,083.98	0.00	0.00
Dunklin	298,838.61	212,172.76	0.00	227.53
Franklin	1,183,633.28	171,151.16	11,309.84	131.41
Gasconade	169,053.20	24,224.02	0.00	0.00
Gentry	81,364.16	65,757.45	0.00	0.00
Greene	2,690,059.35	1,466,874.69	0.00	6,198.66
Grundy	134,887.30	101,622.34	0.00	0.00
Harrison	51,975.14	6,802.50	0.00	0.00
Henry	184,616.66	163,017.13	0.00	0.00
Hickory	17,006.24	8,274.09	0.00	0.00
Holt	49,826.58	36,622.50	0.00	0.00
Howard	43,904.71	47,132.74	0.00	0.00
Howell	304,299.59	149,191.69	0.00	0.00
Iron	142,859.27	84,027.18	0.00	50.00
Jackson	9,933,397.21	6,864,355.70	114,314.56	2,660.12
Jasper	1,458,380.47	711,474.57	45,380.79	113.00
Jefferson	1,256,405.02	201,587.24	0.00	916.19
Johnson	187,655.93	162,580.54	0.00	0.00
Knox	21,746.92	39,203.09	0.00	0.00
Laclede	261,570.44	276,642.76	0.00	99.00
Lafayette	474,610.90	195,843.60	0.00	16,600.00
Lawrence	260,930.28	164,268.82	0.00	0.00
Lewis	52,474.75	43,274.13	0.00	0.00
Lincoln	190,996.17	65,711.90	0.00	0.00
Linn	132,485.45	29,612.87	0.00	0.00
Livingston	132,223.13	261,464.30	0.00	0.00

Cost by Type of Disability by County (continued)

County	Temporary Total	Permanent Partial	Death	Other
McDonald	$ 155,222.18	$ 31,031.22	$ 0.00	$ 0.00
Macon	233,181.77	63,465.41	0.00	0.00
Madison	65,312.19	43,521.38	0.00	200.00
Maries	53,515.61	8,325.49	0.00	0.00
Marion	233,579.19	183,197.13	0.00	97.00
Mercer	14,307.55	1,349.44	0.00	0.00
Miller	126,796.43	50,737.81	0.00	0.00
Mississippi	114,245.51	67,010.29	0.00	0.00
Moniteau	57,776.47	5,289.14	0.00	0.00
Monroe	114,751.88	42,943.59	0.00	32.77
Montgomery	59,703.80	40,638.45	0.00	0.00
Morgan	51,851.87	55,637.94	0.00	0.00
New Madrid	584,001.72	225,798.49	18,000.00	1,501.30
Newton	319,938.91	231,270.06	0.00	1,663.19
Nodaway	124,963.66	40,410.68	0.00	0.00
Oregon	13,771.00	10,122.34	0.00	0.00
Osage	101,650.81	51,219.65	0.00	0.00
Ozark	10,343.76	20,438.10	0.00	0.00
Pemiscot	163,239.91	34,530.21	0.00	0.00
Perry	134,838.70	37,843.87	0.00	0.00
Pettis	397,214.37	274,863.72	0.00	1,093.85
Phelps	304,800.66	74,177.06	0.00	69.00
Pike	200,056.46	65,160.14	0.00	0.00
Platte	373,240.80	222,306.60	0.00	133.00
Polk	101,707.11	71,158.63	0.00	0.00
Pulaski	221,032.30	111,317.79	0.00	234.00
Putnam	28,814.26	38,127.71	0.00	0.00
Ralls	71,562.47	4,391.50	0.00	0.00
Randolph	410,218.25	50,454.59	0.00	0.00
Ray	102,638.26	115,786.29	0.00	0.00
Reynolds	112,375.11	35,853.11	0.00	0.00
Ripley	32,171.30	24,956.98	2,000.00	0.00
St. Charles	2,022,062.43	422,112.21	10,129.56	3,519.20
St. Clair	61,069.26	24,323.26	23,491.33	0.00
Ste. Genevieve	117,082.83	31,299.47	0.00	0.00
St. Francois	454,730.77	131,865.46	0.00	0.00
St. Louis City	6,682,273.03	2,183,204.76	3,383.20	13,886.00
St. Louis County	17,420,082.55	4,349,564.55	3,743.91	42,303.58
Saline	516,771.83	451,843.02	0.00	0.00
Schuyler	7,316.00	0.00	0.00	0.00
Scotland	29,630.69	21,971.60	0.00	0.00
Scott	583,177.91	271,240.42	500.00	0.00
Shannon	17,137.72	24,849.81	0.00	0.00
Shelby	26,692.76	61,385.42	0.00	0.00
Stoddard	152,389.33	79,944.42	0.00	0.00
Stone	91,188.83	31,062.24	0.00	107.50
Sullivan	36,228.19	44,705.34	0.00	0.00
Taney	212,281.52	164,892.60	0.00	64.05
Texas	138,976.89	78,365.30	0.00	0.00
Vernon	173,000.59	89,689.12	0.00	0.00
Warren	559,646.85	214,943.12	4,098.28	65.00
Washington	162,417.68	23,550.08	6,428.01	0.00
Wayne	107,469.76	1,120.88	0.00	0.00
Webster	77,213.56	182,185.25	0.00	0.00
Worth	10,868.25	5,131.82	0.00	0.00
Wright	79,242.63	35,354.02	0.00	20.00
Out-of-State	4,909,274.37	1,966,333.36	37,996.30	7,639.75
Total	69,130,199.93	30,388,626.63	304,137.30	111,125.65

Cost by Type of Disability of All Incidences

Type	Year	Number of Incidences	Compensation	Medical	Total
Accidental Injuries	1981	72,282	$77,671,125.87	$40,853,329.64	$118,524,455.51
	1982	64,786	81,739,576.29	43,932,647.04	125,672,323.33
	1983	77,591	86,296,526.23	48,217,357.74	134,513,883.97
	1984	131,656	85,334,508.16	49,237,162.92	134,571,671.08
	1985	148,047	65,078,872.09	44,559,406.16	109,638,278.25
	1986	154,459	41,910,314.10	55,667,576.45	97,577,890.55
*Temporary Disability	1981	57,798	7,028,994.90	9,353,922.50	16,382,917.40
	1982	51,034	6,562,868.40	9,599,101.73	16,161,970.13
	1983	63,942	8,057,607.85	12,660,073.72	20,717,681.57
	1984	119,019	9,335,130.02	18,416,372.00	27,751,502.02
	1985	137,807	9,751,815.23	20,657,227.94	30,409,043.17
	1986	150,009	21,386,605.51	45,840,657.72	67,227,263.23
Permanent Disability	1981	14,388	69,327,412.88	31,369,299.69	100,696,712.57
	1982	13,675	73,742,850.33	34,259,032.59	108,001,882.92
	1983	13,580	77,396,213.61	35,464,995.45	112,861,209.06
	1984	12,552	75,134,290.28	30,746,318.74	105,880,609.02
	1985	10,142	54,974,376.73	23,873,769.58	78,848,146.31
	1986	4,354	20,300,142.88	9,752,484.85	30,052,627.73
**Death	1981	96	1,314,718.09	130,107.45	1,444,825.54
	1982	77	1,433,957.56	74,512.72	1,508,470.28
	1983	69	842,704.77	92,288.57	934,993.34
	1984	85	865,087.86	74,472.18	939,560.04
	1985	98	352,680.13	28,408.64	381,088.77
	1986	96	223,565.71	74,433.88	297,999.59
Occupational Diseases	1981	2,579	1,591,614.78	622,632.58	2,214,247.36
	1982	2,433	1,589,424.28	561,110.66	2,150,534.94
	1983	3,122	2,362,016.91	954,224.23	3,316,241.14
	1984	5,678	1,779,746.49	1,013,927.66	2,793,674.15
	1985	6,748	1,698,453.73	1,072,937.83	2,771,391.56
	1986	7,278	742,207.64	1,613,991.32	2,356,198.96
*Temporary Disability	1981	2,350	131,418.65	258,887.18	390,305.83
	1982	2,204	146,156.96	298,743.13	444,900.09
	1983	2,835	175,987.60	423,527.44	599,515.04
	1984	5,409	232,125.87	592,742.95	824,868.82
	1985	6,505	251,344.83	727,215.06	978,559.89
	1986	7,192	507,513.11	1,506,549.24	2,014,062.35
Permanent Disability	1981	214	1,220,696.14	363,745.40	1,584,441.54
	1982	215	1,225,015.32	240,136.21	1,465,151.53
	1983	258	1,571,746.08	521,661.43	2,093,407.51
	1984	245	1,437,682.85	421,184.71	1,858,867.56
	1985	224	1,310,608.90	345,722.77	1,656,331.67
	1986	63	232,694.53	103,304.37	335,998.90
**Death	1981	15	239,499.99	0.00	239,499.99
	1982	14	218,252.00	22,231.32	240,483.32
	1983	29	614,283.23	9,035.36	623,318.59
	1984	24	109,937.77	0.00	109,937.77
	1985	19	136,500.00	0.00	136,500.00
	1986	23	2,000.00	4,137.71	6,137.71

* Includes all cases where medical expense was incurred. ** Includes burial expenses.

Cost by Type of Disability of All Incidences (cont.)

Type	Year	Number of Incidences	Compensation	Medical	Total
Records Unknown	1981	2,933	0.00	0.00	0.00
	1982	2,555	0.00	0.00	0.00
	1983	1,651	0.00	0.00	0.00
	1984	1,695	0.00	0.00	0.00
	1985	1,526	0.00	0.00	0.00
	1986	320	0.00	0.00	0.00
Total	1981	$ 77,794	$79,262,740.65	$41,475,962.22	$120,738,702.87
	1982	$ 69,774	$83,329,100.57	$44,493,757.70	$127,822,858.27
	1983	$ 82,364	$88,658,543.14	$49,171,581.97	$137,830,125.11
	1984	$139,029	$87,114,254.65	$50,251,090.58	$137,365,345.23
	1985	$156,321	$66,777,325.82	$45,632,343.99	$112,409,669.81
	1986	$162,057	$42,652,521.74	$57,281,567.77	$99,934,089.51

* Includes all cases where medical expense was incurred. ** Includes burial expenses.

Reports of Injuries by Years Reported 1926-1986

1926	690	1947	109,813	1968	105,632
1927	90,158	1948	107,782	1969	104,635
1928	93,442	1949	91,167	1970	105,481
1929	104,151	1950	91,620	1971	101,155
1930	93,452	1951	96,259	1972	106,579
1931	69,452	1952	100,762	1973	113,992
1932	50,759	1953	98,713	1974	119,848
1933	49,223	1954	90,142	1975	112,530
1934	53,013	1955	89,436	1976	121,580
1935	58,720	1956	90,853	1977	131,127
1936	76,868	1957	82,342	1978	140,762
1937	78,687	1958	73,405	1979	157,158
1938	57,321	1959	81,230	1980	143,329
1939	66,034	1960	80,256	1981	80,172
1940	71,299	1961	76,079	1982	70,965
1941	100,574	1962	78,599	1983	75,484
1942	116,928	1963	81,035	1984	134,593
1943	116,143	1964	87,443	1985	152,847
1944	112,939	1965	89,285	1986	177,290
1945	100,584	1966	99,167		
1946	101,846	1967	100,635	**TOTAL**	**5,813,465**

Financing

The Missouri Division of Workers' Compensation receives no money from the state's General Revenue Fund. Administration of the state Workers' Compensation Law is financed by the state Workers' Compensation Fund. State law required employers with five or more employees to purchase workers' compensation insurance. Employers finance the fund by paying an annual 3 percent tax on net compensation insurance premiums. Self-insurers' tax is based on a hypothetical premium (less two-tenths).

Missouri Commission on Human Rights

The commission was created by the 69th General Assembly in 1957 as a temporary agency. In 1959 the 70th General Assembly passed legislation making the Commission on Human Rights a permanent agency.

Currently the commission consists of 11 members and approximately 40 staff. Commission members are nominated by the Director of the Department of Labor and Industrial Relations, appointed by the Governor and confirmed by the Senate. The Governor appoints at least one member from each of Missouri's nine congressional districts, one member at large and one member as Chairperson. The commissioners serve for six years without compensation.

The commission's mission is to encourage fair treatment for, to foster mutual understanding and respect among and to discourage discrimination against any racial, ethnic, religious or other group protected by the Act, members of these groups or handicapped persons.

Under Chapter 213 RSMo 1986, the commission has the authority to seek to eliminate and prevent discrimination because of race, color, religion, national origin, ancestry, sex, physical or mental handicap or age (40 to 70 years, employment only). The classifications of housing, employment and public accommodations are the general areas under which complaints of alleged discrimination are filed.

Complaint and Enforcement Procedure

Any person claiming to be aggrieved by an unlawful discriminatory practice may file a written complaint with the commission within 180 days from the date of the last act of alleged discrimination. The complaint must name the person or business alleged to have committed the unlawful act and describe the unlawful conduct. In addition, the complaint must be signed and notarized.

After the filing of any complaint, the executive director of the commission shall make, with the assistance of the commission's staff, a prompt investigation. If the director determines after such investigation that probable cause exists for crediting the allegations of the complaint, the director shall immediately endeavor to eliminate the unlawful employment practice complained of by conference, conciliation and persuasion.

In case of failure to eliminate the discriminatory practice by conciliation, the chairperson of the commission may order a public hearing to be held before a panel of at least three members of the commission (sitting as the commission) or before a hearing examiner licensed to practice law in Missouri. The hearing examiner is appointed by the executive director and commission. The complaint is presented at a hearing by the Office of the Attorney General.

The objective of the hearing process is to make a finding of fact, conclusions of law and determine if the defendant/respondent has committed an unlawful discriminatory practice. If the commission finds that an unlawful discriminatory practice has occurred, it may order the respondent to cease and desist such unlawful acts and to take affirmative steps as the commission deems appropriate. If the commission finds in favor of the respondent after hearing all the evidence, the complaint is dismissed.

Either party has the right to appeal the commission's order to Missouri circuit court within 30 days. If no proceeding for review is instituted, the commission may obtain a court order for enforcement of its decision. If an

Race discrimination remains the largest group of complaints received by MCHR. However, a significant change is noted in that age complaints, which have only been under MCHR's jurisdiction for the past ten (10) months, comprise 10.7% of MCHR's FY87 workload.

appeal to the court is made, the Attorney General becomes counsel for the Missouri Commission on Human Rights in the court proceeding. A case may be appealed through the Missouri courts up to the State Supreme Court.

The commission maintains four offices in Missouri as a means of providing access and delivery of services. The office locations are: Jefferson City (central office); Kansas City; St. Louis; and Sikeston.

Total Complaints Received in Employment, Public Accommodations, and Housing Discrimination by Complaint Classification and Year

Classification	Year	Number	Percent
Race	1987	287	33.4
	1986	293	38.7
	1985	299	38.5
Race Association	1987	12	1.4
	1986	1	.1
	1985	10	1.3
Sex	1987	166	19.3
	1986	152	20.0
	1985	158	20.3
Sex Harassment	1987	45	5.3
	1986	29	3.8
	1985	29	3.7
Religion	1987	8	.9
	1986	9	1.2
	1985	10	1.3
National Origin	1987	11	1.3
	1986	13	1.7
	1985	15	1.9
Ancestry	1987	2	.2
	1986	3	.4
	1985	1	.1
Handicap	1987	166	19.3
	1986	191	25.2
	1985	180	23.2
Retaliation	1987	60	7.0
	1986	64	8.4
	1985	70	9.0
Age	1987	92	10.7
Unknown/Other	1987	10	1.2
	1986	4	.5
	1985	5	.7
Total	1987	859	100.0
	1986	759	100.0
	1985	777	100.0

*Totals will not match total of cases received, due to the fact that some cases are filed in more than one category.

Dispositions During FY 1987

Disposition	EMP	PA	Housing	Total	Percent
Investigations					
Negotiated Settlements	37	7	1	45	6.4
No Probable Cause	308	13	5	326	46.1
No Jurisdiction	35	0	0	35	4.9
Unable to Locate	5	0	0	5	.7
Withdrawn	86	1	0	87	12.3
Withdrawn/Settled	33	1	1	35	4.9
Admin. Closure	7	1	0	8	1.1
Admin. Closure/Settled	0	0	0	0	0
Failure to Cooperate	46	0	1	47	6.6
Right to Sue	15	0	0	15	2.1
Probable Cause	47	2	2	51	7.2
Conciliation					
Conciliated	14	1	0	15	2.1
Admin. Closure	4	0	0	4	.6
Withdrawn	3	0	0	3	.4
Hearings Decision					
Hearing Panel Order	14	1	0	15	2.1
Settled Prior to Hearing	9	1	1	11	1.6
Admin. Closure	6	0	0	6	.9
Admin. Closure/Settled	0	0	0	0	0
Withdrawn	0	0	0	0	0
Total	669	28	11	708	100.0

The Disposition Chart (above) reflects the types of closures/decisions rendered as a result of investigation, conciliation and public hearing.

In addition to the above, at the end of FY 1987 there were: 683 complaints pending investigation; 11 complaints pending conciliation; and 82 complaints pending public hearing. Even though MCHR continues to close a sizeable number of complaints each year, the number of complaints pending in investigation and public hearing remain an ongoing concern when considering the desire for shorter complaint processing time frames.

On the other hand, MCHR has managed to substantially decrease the number of complaints pending conciliation. At the beginning of the fiscal year there were 36 complaints pending conciliation and by the end of FY 1987 the number was reduced to 11. Essentially this was accomplished by utilizing existing human rights officers who, in addition to continuing to conduct investigations, volunteered to assist in making attempts at conciliating complaints. These efforts resulted in over 80 conciliation attempts which resulted in closures or further

processing at public hearings. If the current number of complaints pending conciliation continues to decrease or at least remains the same, overall complaint processing time will improve.

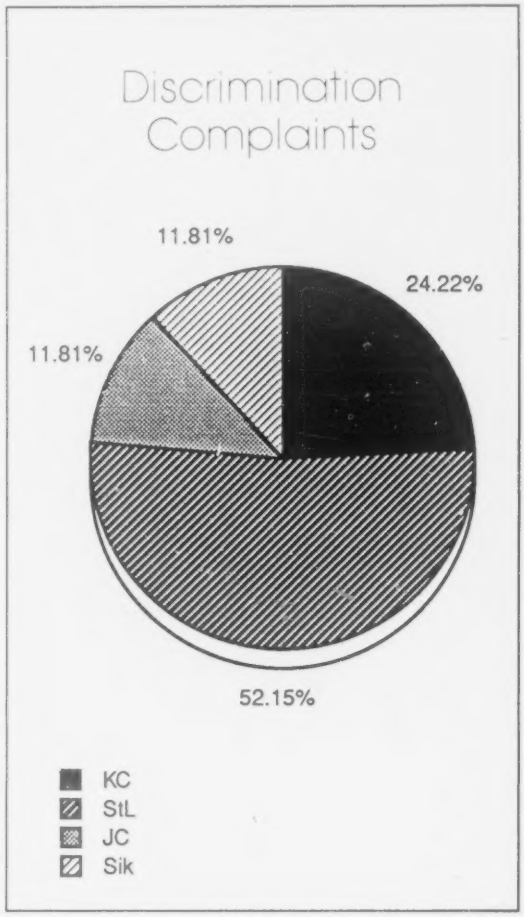
During MCHR's 30 years of working toward eradicating discrimination, the agency has provided immeasurable services. The record reflects the agency has directly received over 15,000 complaints of alleged discrimination in employment, public accommodations and housing.

The preceding chart illustrates the number of complaints filed with MCHR by category for the past three years. It also shows the number of complaints received by the U.S. Equal Employment Opportunity Commission (EEOC) and Dual Filed with MCHR. Since EEOC only has responsibility for employment discrimination, the 1844 cases under the dual filed column reflect the number of additional cases MCHR would be responsible for if there were no EEOC or if MCHR and EEOC did not have a worksharing relationship.

Total Cases Received by Year and Category

Fiscal Year	[1]Category	[2]MCHR	[3]Dual Filed
1987	EMP	618	1844
	PA	32	
	Housing	15	
	Total	**665**	**1844**
1986	EMP	612	1482
	PA	20	
	Housing	9	
	Total	**641**	**1482**
1985	EMP	593	1711
	PA	32	
	Housing	21	
	Total	**646**	**1711**

[1] EMP — Fair Employment Practices
PA — Public Accommodations
Housing — Fair Housing
[2] MCHR — Missouri Commission on Human Rights
[3] Dual Filing — During the first part of April 1978, the Equal Employment Opportunity Commission and MCHR began a new procedure of dual filing cases, instead of deferral process. This means that employment complaints meeting the requirements of Title VII, filed with MCHR are automatically filed with both agencies merely by filing with one.



There are 11 local human rights agencies in Missouri handling a substantial number of cases that otherwise would fall within MCHR's responsibility. In an effort to further reduce potential duplication MCHR has initiated working relationships, similar to the EEOC/ MCHR worksharing, with local human rights agencies. These efforts have proven beneficial in terms of the use of state resources.

The number of complaints filed with MCHR has increased by 3.6% in comparison to FY86 and for the same period dual filed cases have increased by 19.6%. Also employment cases continue to consume the largest portion of the workload:

Employment	92.9%
Public Accommodations	4.8%
Housing	2.3%

Governor's Committee on Employment of the Handicapped

The Governor's Committee on Employment of the Handicapped (GCEH) continued serving in FY87 as Missouri's link in the information and advocacy system for handicapped people in the state.

To achieve equality of opportunity for job seekers who have handicaps, GCEH worked in FY87 to:

- Make employers aware of the job needs and abilities of job seekers who have handicaps;
- Educate handicapped individuals about the rehabilitation and job placement services available;
- And, to encourage communities to improve accessibility for the handicapped where they live, work and play.

Organization

In 1947, President Harry S Truman issued an Executive Order establishing the President's Committee on Employment of the Handicapped. The federal agency was created to assist disabled veterans of World War II.

Missouri established the Governor's Committee on Employment of the Handicapped after it became obvious that a network of volunteer units was needed to disseminate information about problems facing people with handicaps in the areas of employment, housing, transportation and medicine.

The GCEH consists of 26 Missourians representing business and industry, labor, state agencies, veterans, medical organizations, welfare, education, religious groups and organizations for and of the disabled. The 25 members at large are appointed by the Director of the Department of Labor and Industrial Relations, while the Governor appoints the Committee Chairman.

The GCEH has a staff of six.

Local Chapters

A network of GCEH local chapters has been developed to provide the agency a source for dissemination of information and continued feedback on problems affecting people with disabilities.

Chapters are in operation in Ava, Cape Girardeau, Chillicothe, Columbia, Cuba, Jefferson City, Joplin, Kansas City, Lebanon, Mountain View/West Plains, Pemiscot/Dunklin/New Madrid Counties, Poplar Bluff, Sikeston/Dexter, St. Joseph, St. Louis, Springfield and Waynesville/Crocker.

The GCEH and affiliate chapters sponsor statewide activities to promote hiring of the disabled. Through contests, seminars, job fairs, news releases, newsletters, a film library and personal appearances, the GCEH makes the public aware of the needs and abilities of the handicapped.

Special events sponsored by local chapters along with an increased awareness among handicapped Missourians about GCEH has resulted in a greater demand for services.

There were 1,821 information, referral and advocacy contacts requiring follow-up in 1983. The number has increased to a projected 2,950 in 1987.

The information, referral and advocacy work includes interviews with employers, job search techniques, resume preparation and making information available about service providers and adaptive equipment suppliers.

As a result of this increased cooperation between public and private agencies, Missouri's handicapped and disabled population is better served.

Awards Program

The GCEH sponsors an award program to give recognition to both large and small employers who have assisted the handicapped.

In FY87, the Large employer of the Year award was presented to Omni International Hotel of St. Louis. Of the hotel's 500 employees, 35 are handicapped, and 13.7 percent of new employees hired in 1986 were handicapped. The Small Employer of the Year award was presented to Clell Wade's

Coaches Directory of Cassville. The company has 11 employees; five have mental or physical handicaps.

The program also includes awards for outstanding service by a medical doctor, for an exemplary handicapped employee in state government and, when warranted, the Governor's Trophy for a handicapped individual who has made meaningful contributions to the handicapped movement. In FY87, the Governor's Trophy was presented to David B. Collins of Springfield.

The GCEH Journalism and Poster Contest makes missouri students aware of the abilities of people who have disabilities.

Directory

A Directory of Organization Resources for Handicapped was published in FY87. The directory lists state and local offices, private agencies and other organizations serving the disabled. The GCEH also published in FY87 an Access Guide, which includes inspection forms and provides accessibility specifications.

Because communication is so important, the GCEH makes a special effort to help people who are hearing and speech impaired. The agency provides interpreter assistance for the hearing impaired to assist in employment related business with state, county and municipal governments. The GCEH maintains an up-to-date list of qualified sign language interpreters and acts as a contracting agent for interpreter services when needed.

Employment

Disabled job seekers in Missouri's two major metropolitan areas — St. Louis and Kansas City — continued to receive concentrated assistance in FY87 in their efforts to find employment.

In both cities, GCEH with help from the Division of Employment Security operates a handicap job program. Employment Security provides an employee one-half time in both cities to do placement work. The Employment Security mainframe computer is used to store information about job opportunities for the handicapped. This greatly enhances the matching of jobs and handicapped job applicants.

In Kansas City, the Handicapped Opportunities Project (HOP) works to pool clients and job leads for the program. In St. Louis, Placement Assistance To the Handicapped (PATH) does similar work.

The Handicapped Opportunities Project is an umbrella organization composed of agencies and individuals concerned with the employment for Disabled persons. HOP and the Division of Employment Security offices have developed a computerized Client Skills Bank within the Job Service Division. HOP members job ready clients are referred to a Job Service Counselor for an interview and entry of the client's job skills and education into the Job Skills Bank. When suitable job matches are obtained for the client, the E.S. Counselor coordinates with the HOP member Counselor the appropriateness of the job referral.

During this year, HOP members referred 130 clients to Employment Service for special services resulting in 40 clients obtaining full-time employment. The E.S. Counselor attended HOP meetings, disseminating current Job Service information to members. On a daily basis, the E.S. Counselor communicates with HOP member agency staff exchanging current information on current job openings and job development opportunities for the purpose of obtaining job referrals for HOP member clients.

In FY87, the programs recorded a placement rate of 30 percent in Kansas City and 31 percent in St. Louis. Both figures are exceptionally high averages for the hard-to-place disabled person.

Accessibility

Accessibility to facilities, programs and services continued to be a critical issue in FY87.

The administrative requirements, which all governments must satisfy under federal law, includes self-evaluation of all programs, activities, policies and practices to determine areas of noncompliance with the handicapped discrimination regulations.

As a part of the ongoing work, GCEH provides packets of information, makes on-site visits and provides consultations in an effort to assist the disabled to become contributing members of their communities.

Division of Employment Security

The Wagner-Peyser Act of June 6, 1933, as amended, provides the initial legislative basis for the establishment of the United States Employment Service and its affiliated state employment services, including the Missouri Division of Employment Security.

The Federal Unemployment Insurance Tax Act provisions under the Social Security Act of 1935 went into effect in January, 1937. These provisions provide the basis for Unemployment Insurance programs in Missouri.

The Division of Employment Security, through its director, is responsible for administration of job service, labor market information and unemployment insurance programs in the state.

Public Policy

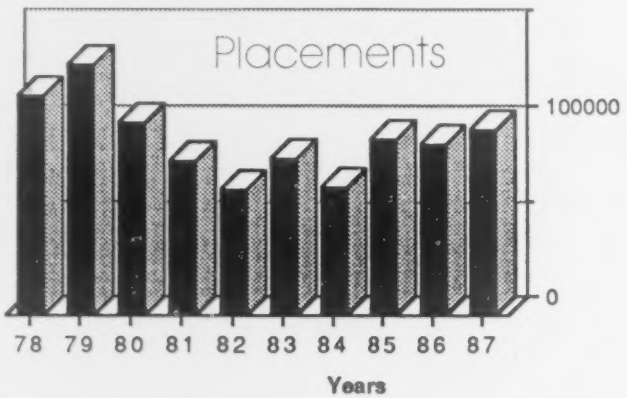
The public policy concerning employment security in Missouri is stated in the Missouri Employment Security Law. The policy states that:

"Economic insecurity due to unemployment is a serious menace to the health, morals and welfare of the people of this state resulting in a public calamity. The legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this state require the enactment of this measure, under police powers of the state, for compulsory setting aside of unemployment reserves to be used for the benefit of persons unemployed through no fault of their own. This law shall be liberally construed to accomplish its purpose to promote employment security both by increasing opportunities for jobs through the maintenance of a system of public employment offices and by providing for the payment of compensation to individuals in respect to their unemployment.

Funding

Costs of operating the Division and the major part of its program costs are paid from federal grants. These grants are derived from federal payroll taxes paid by employers and are made available by Congressional appropriations. Some special programs are funded by different federal grants through other state and federal agencies.

Contributions paid by Missouri employers as defined in the Employment Security Law are state funds set aside for the sole purpose of providing funds for the payment of weekly benefits to qualified claimants.



Objectives

The objectives of the Division are three-fold:

- to find employment for jobseekers;
- to collect taxes (contributions) from employers and to pay unemployment insurance payments to those who are eligible under the law and are unemployed through no fault of their own;
- to provide labor market information in support of Employment Security operations and other employment and training operations.

To provide employment services and unemployment insurance services, 43 full-functioning Division local offices were in operation in FY87. Computerized systems promote streamlined central and local office operations and contribute to efficient use of staff and management information in program administration.

Economic Data

Economic data produced by the Division for the state and for use in national labor market estimates include: regular statewide and area estimates of the labor force, employment, unemployment, hours worked, earnings and labor turnover and resident labor market information.

Job Service

In addition to paying Unemployment Insurance benefits and gathering economic data, Employment Security through its network of Job Service offices provides two important services that help people find jobs.

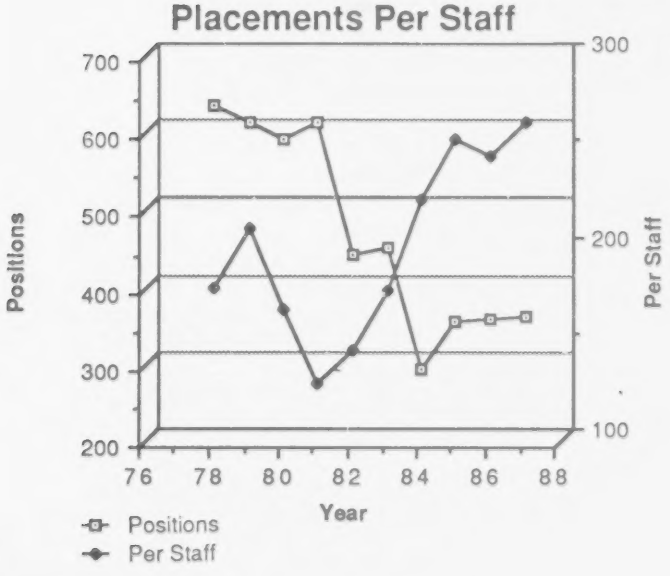
Those who lack knowledge about where and/or how to seek employment can receive counseling. Others who lack adequate skills can learn about training programs available through Job Service. And, for employers, Employment Security is dedicated to providing the best qualified applicants.

Missouri Job Service offices also cooperate with local governments and national and community agencies in promoting and administering special programs designed to provide job security, increase job opportunities and facilitate full utilization of the local area labor force.

The final goal of all employment service activities is placement of individuals in jobs. This includes receiving and interviewing applicants, taking employer orders, listing job specifications, screening and referral of applicants, followed by verification of job placement.

In Program Year 1987, the Missouri Division of Employment Security recorded its most successful year since 1980 in finding jobs for people. During the year, 97,136 people found jobs in Missouri through Job Service.

The Employment Service staff averaged 286 placements per staff. This total was 101 percent of the placement goal established for PY87.



Job Matching

Job Matching is another tool used in the placement process. Job Matching automates the selection process for applicants and/or job orders by use of the CRT terminal linked to a central computer.

The automated selection process matches the applicant occupational qualifications and preferences against the employer job specifications.

Job Bank

Job Bank is one of the placement tools used to distribute job information over a wide area. This is accomplished by using a network of CRT terminals linked by computer. When Employment Security receives a "job order" from an employer, information about this job and necessary specifications are entered into the Job Bank system and immediately becomes available to all local offices in the state and offices in the Kansas and Illinois portion of the Kansas City and St. Louis labor markets.

National Job Bank

To expand placement activities beyond the local, regional and statewide concept, Employment Security participates in the National Job Bank System to share information about specific employment opportunities nationwide.

This interstate network of Employment Security offices creates a close communication between offices for locating qualified applicants and desired job openings at the time they are needed.

Interstate Clearance System

The Interstate Clearance System (ICS), operating through a nationwide network of

local Job Service offices, provides services to employers by locating, selecting and referring qualified workers from other areas when qualified workers are not available locally.

ICS also helps applicants by referring them to suitable job openings when they desire employment elsewhere or when they cannot be placed locally and will accept employment elsewhere. ICS also supplements other employment service activities by providing information about current labor area supply and demand.

Employer Services

To ensure that employers are aware of services available at Employment Security, the Division maintains a personal contact through Employer Service Representatives (ESR). The local office manager and selected staff maintain this contact in offices that do not have an ESR assigned.

The ESR relays information about services available and encourages employers to use Job Service to hire employees.

In addition to personal visits and telephone contacts, each local office conducts seminars on Job Service functions.

TJTC

Targeted Jobs Tax Credit (TJTC) provides an advantage in the labor market for people who have the most difficulty in obtaining employment.

TJTC provides a federal income tax credit for employers who hire individuals from any of nine target groups: economically disadvantaged youth, Vietnam era veterans, ex-felons, Vocational Rehabilitation referrals, cooperative education participants, supplementary security income recipients, general assistance recipients, aid to families with dependent children recipients and summer youth employees.

TJTC is a cost-effective way of increasing private sector employment opportunities by offering tax-paying businesses a direct incentive to make more and better jobs available to the disadvantaged and to retain these workers in the critical first two years of employment.

The credit applies to wages paid to those employees who are certified by Employment Security. The credit is applicable for one year, amounting to 40 percent of the first $6,000 in wages the first year.

A new group, Summer Youth, has been included for the period FY83-FY88. The credit for Summer Youth is 85 percent of the first $3,000 in wages paid for a maximum of 90 days (May 1 - Sept. 15).

During PY86, 7,959 individuals were certified for TJTC in Missouri.

Missouri Employer Committee

The Missouri Employer Committee, established in 1986 to ensure the responsiveness of the Division to employers, is composed of a broad spectrum of employers representing both large and small business entities.

This committee is linked to employers through a 15-member State Steering Committee.

At the local office level, 28 Local Employer Committees have been established. These committees involve more than 300 employers who make known the concerns of the employer community. Working with local committees, the Division has conducted 73 educational seminars for approximately 4,600 employers since the MEC was formed.

Rural Service

Rural Service provides a full range of employment opportunities to rural Missourians. All local office staff have been trained to provide assistance to migrant and seasonal farm-workers.

Primary seasonal crop activity is centered in the Bootheel area for spring vegetables and summer peaches and melons. Fall activity is centered around the Lexington and Waverly areas for apple harvesting.

Handicapped

Job Service participates with other state agencies in the Cooperative Agreement for Handicapped Job Seekers. This involves all facets of rehabilitation, training and placement efforts on behalf of the handicapped applicant.

Job Service works closely with the Governor's Committee on Employment of the Handicapped, resources are utilized to

improve direct services to disabled job seekers and to coordinate the efforts of other community agencies in the efforts to assist handicapped individuals. Located in Kansas City and St. Louis, the PATH (Placement Assistance To Handicapped) and HOP (Handicapped Opportunity Program) programs will be working together with a staff person to correctly identify and serve the handicapped community.

Job Service and the Governor's Committee on Employment of the Handicapped participate in both local job fairs for handicapped individuals and the National Employ the Handicapped Week. Each local office has a specialist available to assist handicapped clients.

Employment Security also makes extensive efforts to provide employers and the public with information concerning the contributions handicapped individuals make to the labor force and the economy.

Food Stamp Program

The Food Stamp Program, implemented under the U.S. Department of Agriculture, Food and Nutrition Service in 1964, was amended in January, 1971, to include the requirement of work registration for Food Stamp recipients.

The law was further amended in January, 1981, to require Job Search as a part of the work registration process for able-bodied individuals.

The work registration function is accomplished by a cooperative agreement between the Division of Family Services and the Division of Employment Security. The local Job Service office carries out the Congressional intent of the work test by referral of employable Food Stamp recipients to suitable employment or training.

In addition, many individuals are asked to do individual job search activity on their own if suitable job openings are not available.

Minority Applicants

The minority groups program is designed to provide technical assistance to employers, applicants and community groups to ensure that effective employment services are made available to all groups. All Job Service operations and procedures are conducted in accordance with state and federal civil rights laws.

The State Linkage Coordinator has the responsibility of maintaining cooperation between Employment Security and the Office of Federal Contract Compliance for the purpose of assisting private sector employers in meeting equal employment opportunity obligations regarding employment of minorities.

Youth Applicants

Youths age 16-21 can receive job development and referral assistance at Employment Security local offices. Services are provided to in-school and out-of-school youth from high school, junior college and college settings.

Under special contracts with Private Industry Councils, Job Service conducts summer youth programs in some areas of Missouri.

Older Workers

Job Service offices place special emphasis on providing the full range of employment services to applicants over age 40.

Federal law makes it illegal to discriminate against older workers who are seeking employment or entering training programs. The older worker specialist in local offices provide assistance in overcoming barriers to employment.

Special job seeking skill training is offered to qualified applicants over age 55 in 11 agency local offices. On-the-job training contracts also are available to employers who hire this special applicant group. These special services are possible through a contract with the Missouri Division of Manpower Planning.

Counseling

Employment counseling assistance is available for those job applicants desiring to evaluate their occupational goals and work search plans. Re-entrants to the labor market, and workers experiencing job changes because of technology or physical causes, as well as young workers, use the professional counseling services available in Job Service offices.

Individuals needing assistance may be referred by local office staff, by community agencies or may request counseling assistance themselves.

Counselors aid individuals in evaluating their interests, values and abilities as they relate to the world of work. Aptitude testing, labor market information and opportunities for training and education may be explored.

All larger Job Service offices have counseling services available. Counseling assistance is also available in Work Incentive Programs.

In several offices, counselors offer workshops in Job Seeking and Keeping Skills. The majority of the unemployed experience difficulties presenting themselves appropriately to employers therefore, these workshops have proved to be of great value.

OJT

The On-the-Job Training (OJT) Program is a cost reimbursable program for employers in both the public and private sectors of the economy. The employer enters into a contractual agreement with Employment Security to provide employment and on-the-job training in specific occupations and pay wages as designated in the subcontract.

In return, Employment Security agrees to reimburse the subcontractor on a monthly basis for up to 50 percent of the trainees' wages during a predetermined period.

School Placement

The AVTS program provides a full-range of placement services for students enrolled at 11 Vocational Technical schools in Missouri. Division placement specialists with portable CRT terminals are stationed at the vocational technical schools, linking students with opportunities listed in the Division's job bank.

WIN

The Work Incentive (WIN) Program is an inter-agency program whose function is to provide employment and social services to enable recipients of Aid to Families with Dependent Children (AFDC) to move from welfare to work. The structure mandated to perform this function throughout the nation is a Department of Labor and Department of Health and Human Services partnership. In Missouri, WIN is administered jointly by the Division of Employment Security and the Division of Family Services.

A distinctive feature of the program is the provision of a combination of services designed to meet the needs of the individual and made available through joint efforts of the two agencies. This very often includes coordination and cooperation with a multiple of other employment and social services agencies in the community.

All applicants for and recipients of AFDC are required under provision of the 1967 Amendments of Title IV of the Social Security Act to register with WIN, unless legally exempt. These legal exemptions include residents of counties not covered by the program. However, eligible AFDC recipients residing outside of the mandatory counties and those living in mandatory counties who are legally exempt may volunteer.

Job Corps

Job Corps in FY87 celebrated its 23rd anniversary of providing a successful employment training program for disadvantaged young people. During the fiscal year, Employment Security enrolled 1,520 youths in programs designed to make the individual a productive, tax-paying citizen.

Follow-up studies indicate that 84.5 percent of those who complete training programs find jobs. National statistics show that approximately 72 percent of the young people (age 16-21) who enroll in Job Corps complete their training.

Job Corps offers a wide range of vocational training.

There are three residential centers in Missouri — the Mingo Job Corps Center near Puxico, the Excelsior Springs Job Corps Center and the St. Louis Job Corps Center. There also are three nonresidential sites at St. Louis, Kansas City and St. Joseph.

Veterans

The Missouri Division of Employment Security provides preferential services to veterans in accordance with federal law.

Local Veterans Employment

Representatives (LVER's) and Disabled Veterans Representative (DVR's) are designated for services to veterans within the local offices. They assure the attainment of performance standards for veterans.

Assistance is provided to employers (and their subcontractors) who have federal contracts. Such assistance is directed toward assisting them meet the requirement of providing affirmative action in employment and advancement in employment for special disabled veterans and veterans of the Vietnam Era.

The Division offers a veterans on-the-job training program via the Veterans Job Training Act (VJTA). The program is operated jointly with the Veterans Administration and provides employers with 50 percent of the starting wage (up to $10,000) of the starting wage of qualified veterans.

Veterans Reemployment Rights is an aspect of veterans benefits with which the Division provides assistance to veterans.

Monitoring of all veterans services in the Division is conducted by the State Veterans Program Supervisor and the Veterans Employment and Training staff.

Trade Act of 1974

The Trade Act of 1974 was enacted to provide assistance to workers separated from employment because of increased imports of goods and products.

Job Service is responsible for assisting displaced workers in finding equivalent employment or, when necessary, to upgrade their skills through vocational or on-the-job training enabling them to obtain other suitable employment.

In addition to job placement and retraining services, job search and relocation allowances are available to eligible applicants to assist their efforts in seeking employment in an area outside their normal commuting distance and to relocate to such area if suitable employment is obtained.

Job Service Activities — Program Year 1986

Local Offices	Job Openings Non Ag.	New App. Trans.	Non Ag. Referrals Trans.	Non Ag. Placements Trans.
STATEWIDE*	171,376	376,356	517,448	120,585
Blue Springs	1,695	2,948	6,404	1,184
Branson	2,614	4,240	8,150	1,920
Camdenton	1,362	2,347	5,334	600
Cape Girardeau	4,832	7,159	12,174	3,841
Carthage	1,859	3,991	5,213	1,711
Caruthersville	1,102	2,591	2,966	967
Chillicothe	2,477	4,598	6,048	1,820
Clinton	1,483	3,563	5,010	1,233
Columbia	4,328	7,728	16,686	2,565
Crestwood	6,968	16,822	11,153	2,660
Crystal City	2,033	6,611	5,767	1,504
Dexter	877	2,312	1,389	669
Ferguson	1,979	9,748	8,399	1,612
Flat River	3,009	6,404	9,437	1,969
Florissant	1,545	5,422	3,201	682
Fort Leonard Wood	837	2,285	2,480	653
Gladstone	11,800	15,771	27,601	7,055
Grandview	7,984	13,491	17,298	4,983
Hannibal	1,806	4,610	6,026	1,210
Independence	5,117	16,198	21,424	4,054
Jefferson City	3,164	8,256	9,704	2,426
Joplin	4,618	11,072	14,688	3,795
Kansas City	16,461	19,338	27,282	11,508
Kansas City South	3,931	10,304	13,244	2,909
Kennett	1,004	2,443	3,030	862
Kirksville	1,392	3,999	4,925	1,179

Job Service Activities (continued)

Local Offices	Job Openings Non Ag.	New App. Trans.	Non Ag. Referrals Trans.	Non Ag. Placements Trans.
Lebanon	3,769	5,621	17,933	3,052
Lexington	1,636	3,480	6,111	1,470
Malden	737	2,183	2,943	716
Marshall	2,315	3,286	8,218	7,864
Marshfield	515	1,719	3,246	528
Maryville	1,726	3,435	7,190	1,322
Mexico	1,539	3,198	7,820	1,047
Moberly	1,803	3,834	8,532	1,446
Monett	2,385	4,950	6,732	2,251
Nevada	1,213	2,872	3,662	834
Poplar Bluff	2,407	6,150	6,372	1,541
Rolla	2,052	6,529	10,277	1,592
St. Ann	8,514	18,956	15,517	2,878
St. Charles	4,667	9,817	9,343	2,753
St. Joseph	3,802	6,867	13,887	2,658
St. Louis	9,574	16,278	17,422	6,062
St. Louis North	3,019	13,108	11,470	1,743
St. Louis South	2,530	9,738	11,334	2,482
Sedalia	3,294	5,902	14,708	2,920
Sikeston	1,836	5,137	7,304	1,299
Springfield	9,157	20,811	36,625	6,342
Washington	2,684	7,700	14,548	3,561
West Plains	1,674	5,300	5,068	1,235

* Local Office figures do not add up to Statewide totals due to exclusion of some JTPA and Non-E.S. reporting locations.

DWP Locations				
Kansas City DWP	11	365	430	209
Kennett DWP	0	22	3	0
Sikeston DWP	0	26	31	1
St. Louis DWP	0	491	1,035	236

AVTS Locations				
Chillicothe AVTS	38	210	132	40
Jefferson City AVTS	54	159	271	53
Lebanon/Camdenton AVTS	72	153	252	38
Lebanon AVTS	159	207	402	125
Lebanon/Mountain Grove AVTS	46	140	192	49
Lexington AVTS	63	277	326	136
Marshfield/Carrollton AVTS	7	173	117	35
Mexico AVTS	16	248	457	58
Moberly AVTS	44	166	393	81
Moberly/Macon AVTS	35	185	128	37
St. Charles AVTS	92	360	365	153

WIN Locations	Appraisals Interviews	Certiciations	Entered Employment
Cape Girardeau WIN	124	123	158
Caruthersville WIN	442	261	163
Dexter WIN	246	94	95
Kennett WIN	307	217	155
Malden WIN	216	157	87
Poplar Bluff WIN	158	155	128
St. Louis WIN	4,391	1,701	1,701
Sikeston WIN	625	278	364

Field Operations

Field Operations is responsible for line authority over the local office managers in the administration of the Employment Security Job Service and Unemployment Insurance Programs throughout the state.

Field Operations provides liaison between technical specialists, program supervisors, local office managers, and District Managers. Also through coordinating efforts, Field Operations functions in securing proper emphasis and attention for each program and activity.

In FY87:

- The Hannibal Local Office moved to temporary quarters on Oct. 1, 1986, at 2105 Broadway, due to asbestos removal involving approximately 100 working days closure. The office moved back to permanent quarters at 203 N. Sixth Street effective Jan. 31, 1987.
- The Springfield Local Office moved to temporary quarters on March 18, 1987, to 1010 West Sunshine due to removal of asbestos.
- The Sedalia Local Office moved from temporary quarters back to permanent quarters at 215 East 5th Street effective April 27, 1987, after fire damage repairs were completed.
- The Sikeston Local Office was temporarily relocated to 515 West Malone due to asbestos removal effective May 22, 1987.
- The Joplin Local Office was temporarily relocated to 2650 East 32nd Street effective June 8, 1987, due to asbestos removal.
- The Kansas City-South Local Office was closed effective June 26, 1987. The clientele formerly served by the Kansas City-South Office is being served by other offices in the metropolitan Kansas City area.

Legal

The Legal Section of the Division of Employment Security has a staff of five lawyers; three stationed in Jefferson City, one in Kansas City and one in St. Louis.

The Legal Section represents the Division in all legal matters involving the administration and enforcement of the Missouri Employment Security Law.

The section advises the director and other Division management officials, prepares legal opinions for all sections within the Division, reviews leases, assists in real estate transactions and litigation, responds to public inquiries, appears before the Appeals Tribunal and the Labor and Industrial Relations Commission in certain employer liability and benefit cases and reviews contracts relating to federally sponsored programs.

The legal section plays an important role in the collection of delinquent contributions.

In addition, the Legal Section:

- counsels with the Collection and Contributions Section on collection matters;
- works with other state agencies in an effort to effect collection of delinquent contributions on the part of defaulting employers and issue and enforce administrative subpoenas to obtain pertinent records when needed for the proper administration of the law;
- represents the Division in personnel matters, in the internal grievance procedure before the Personnel Advisory Board and under the current union resolution;
- represents the Division before the Equal Employment Opportunity Commission and the Missouri Commission on Human Rights relative to charges of discrimination filed against the Division by employees and members of the public.

Garnishments	July 1, 1985 - June 30, 1986: 104	July 1, 1986 - June 30, 1987: 188
Circuit Court Cases Opened	July 1, 1985 - June 30, 1986: 126	July 1, 1986 - June 30, 1987: 114
Circuit Court Cases Closed	July 1, 1985 - June 30, 1986: 130	July 1, 1986 - June 30, 1987: 196
Cases Into Court of Appeals	July 1, 1985 - June 30, 1986: 7	July 1, 1986 - June 30, 1987: 14
Kansas City Garnishments — Contributions	July 1, 1985 - June 30, 1986: 105	July 1, 1986 - June 30, 1987: 296
Kansas City Garnishments — Special Collections	July 1, 1985 - June 30, 1986: 223	July 1, 1986 - June 30, 1987: 169
St. Louis Garnishments — Contributions	July 1, 1985 - June 30, 1986: 519	July 1, 1986 - June 30, 1987: 533
St. Louis Garnishments — Special Collections	July 1, 1985 - June 30, 1986: 1,189	July 1, 1986 - June 30, 1987: 911
Benefits — Special Collections	Jan. 1, 1987 - June 30, 1987: 63	

The Labor Market Environment

Economic recovery entered its fifth year during Fiscal Year 1987, marking one of the longer periods of economic expansion in the postwar era. The rate of growth was lower than in the previous fiscal year, however. Weaknesses in the manufacturing sector also contributed to slower employment growth, halting the unemployment declines that had been taking place since early 1983.

Economic growth had slowed sharply at the end of FY86. The new fiscal year saw growth rebounding somewhat from the anemic rate of the previous quarter. Even so, growth was substantially slower than it had been earlier in the recovery. The economy slowed again in the October-December 1986 period. The first half of the fiscal year was thus marked by slower-than-average economic growth, which brought with it a slowing of employment growth.

The manufacturing sector, battered by international trade problems, experienced fairly widespread employment drops, though in most industries the declines were gradual. The automobile industry, however, began to experience more substantial problems, as dealers' inventories built up beyond desired levels. Production cuts and layoffs followed, and Missouri employment in this industry dropped back from the relatively high levels which had been regained in 1984-86. The decreases in unemployment that had been taking place since shortly after the recovery started began to slow late in 1985. During FY87 joblessness began to show signs of edging up slightly.

The second half of the fiscal year showed surprising strength, however. The nation's production of goods and services grew at an unexpectedly rapid 4.4 percent rate in the January-March period, slowing to a less-spectacular 2.6 rate in the final quarter of the fiscal year.

Although manufacturing employment continued to edge downward, some industries have begun to show signs of turning around. The factory workweek continued at a high level, both nationally and in Missouri.

As a whole, then, the economy appeared to be entering a period of balanced growth as the fiscal year came to an end.

The number of employed Missourians grew by 58,000 (or 2.5 percent) between FY86 and FY87, on a fiscal year average basis. Although this was a relatively rapid rate of growth, it was substantially lower than the previous fiscal year's unusually strong 4.4 percent rate. Further, employment growth fell below the growth of the labor force (which increased by 61,000 or 2.4 percent) for the first time since FY83.

Nonfarm payroll employment growth also slowed in FY87, with the total number of payroll jobs increasing by only half the number of the previous fiscal year's increase. Nonagricultural wage and salary employment averaged 2,142,800 in FY87, up by 26,200 from the FY86 average. The drop in manufacturing employment was greater in FY87 than in FY86, with the 7,900 decline in the motor vehicles and equipment industry accounting for the difference.

Nonmanufacturing employment continued its growth in FY87, but this growth also was slower than in the previous fiscal year. Most of the slowdown was in retail trade (where FY87's average employment increased by 3,600 compared to the previous year's growth of 12,700) and in state and local government, where growth slowed from 9,400 to 5,500.

Labor Market Data — Fiscal Year 1987

	FY 1987	FY 1986	FY 1985	FY 1986-87 (Changes between fiscal years)	FY 1985-86 (Changes between fiscal years)
Civilian Labor Force	2,559,000	2,498,000	2,409,000	61,000	89,000
Total Employment	2,403,000	2,345,000	2,247,000	58,000	98,000
Unemployment	156,000	154,000	162,000	2,000	-8,000
Rate	6.1%	6.2%	6.7%	-0.1%	-0.5%
Nonagricultural Wage & Salary Employment	2,142,800	2,116,600	2,064,500	26,200	52,100
Manufacturing	415,800	427,900	433,200	-12,100	-5,300
Nonmanufacturing	1,727,000	1,688,700	1,631,200	38,300	57,500

Missouri Employment and Earnings 1986 Annual Averages

Industry Title	Employment	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings
TOTAL NONAGRICULTURAL EMPLOYMENT	2,131,800	NA	NA	NA
MANUFACTURING	422,200	$396.90	40.5	$ 9.80
DURABLE GOODS	239,800	442.85	41.7	10.62
Lumber & Wood Products	10,100	259.60	40.0	6.49
Furniture & Fixtures	10,300	346.37	45.1	7.68
Stone, Clay & Glass Products	11,000	457.87	42.2	10.85
Cement, hydraulic	1,000	597.81	41.2	14.51
Structural clay products	1,900	492.85	40.2	12.26
Primary Metal Industries	12,600	452.79	41.2	10.99
Iron & steel foundries	1,500	383.91	40.2	9.55
Nonferrous foundries	3,400	345.59	42.3	8.17
Fabricated Metal Products	28,800	412.76	41.4	9.97
Fabricated struc metal prods	11,400	397.85	41.1	9.68
Machinery except Electrical	30,600	419.15	41.5	10.10
Electrical/Electronic Equip	47,600	383.57	41.2	9.31
Transportation Equipment	70,300	595.55	42.6	13.98
Motor vehicles & equipment	33,900	624.82	43.3	14.43
Instruments & Related Prods	11,400	313.63	39.7	7.90
Miscellaneous Mfg. Industries	7,300	262.94	39.6	6.64
NONDURABLE GOODS	182,400	336.96	39.0	8.64
Food & Kindred Products	46,100	394.42	41.0	9.62
Meat prods, prsrvd fruit/vegs	12,900	292.33	41.0	7.13
Dairy products	6,200	423.19	41.9	10.10
Grain mill products	7,000	451.10	43.5	10.37
Bakery products	5,800	400.14	39.5	10.13
Beverages	9,800	538.39	36.7	14.67
Other food & kindred prods.	4,500	419.17	43.8	9.57
Textile & Apparel	24,500	199.56	35.7	5.59
Paper & Allied Products	13,400	392.37	41.0	9.57
Paperboard containers/boxes	6,600	401.99	41.4	9.71
Printing & Publishing	39,900	384.16	39.2	9.80
Commercial Printing	13,500	450.28	41.5	10.85
Chemicals & Allied Products	28,100	451.13	40.9	11.03
Leather & Leather Products	16,700	188.05	33.7	5.58
Footwear except rubber	13,200	178.08	33.1	5.38
NONMANUFACURING	1,709,600	NA	NA	NA
MINING	5,700	NA	NA	NA
CONSTRUCTION	98,100	NA	NA	NA
TRANSPORTATION & PUB UTILITIES	140,500	NA	NA	NA
Railroad Transportation	10,500	NA	NA	NA
Transportation exc Railroads	74,800	NA	NA	NA
Communications & Utilities	55,100	NA	NA	NA
WHOLESALE & RETAIL TRADE	507,900	NA	NA	NA
Wholesale Trade	125,900	NA	NA	NA
Retail Trade	382,000	NA	NA	NA
FINANCE, INSURANCE, REAL ESTATE	129,300	NA	NA	NA
SERVICES	489,000	NA	NA	NA
GOVERNMENT	339,200	NA	NA	NA
Federal Government	72,500	NA	NA	NA
State & Local Government	266,700	NA	NA	NA

Prepared by the Missouri Division of Employment Security in cooperation with the U.S. Bureau of Labor Statistics. Estimates are based on monthly reports from cooperating establishments.

Data cover employees who worked or received pay for the payroll period which include the 12th of the month. The data exclude the self-employed, volunteers or unpaid family workers, and domestic workers. Payroll and hours data cover production and related workers in manufacturing.

Unemployment Insurance

Unemployment insurance (UI) programs provide partial protection for workers against loss of wages during periods of involuntary unemployment. The benefits paid to insured workers bolster the economy of the state during periods of economic recession by helping maintain the level of consumer purchasing power.

Eligible claimants can qualify for up to 26 weeks of unemployment compensation under the Regular Benefit Program. During periods of high unemployment, the Extended benefit program (EB) provides up to 13 more weeks of entitlement for the long term unemployed who have exhausted all Regular Program entitlement and who meet EB eligibility requirements.

Payment of benefits under the Regular Program are made from a trust fund supported by a tax on the payrolls of contributing employers and the reimbursement of benefit charges by certain governmental and nonprofit employers who reimburse in lieu of paying taxes. No part of the unemployment tax is deducted from the worker's wages.

Benefit payments under the EB program are made, in part, from the Trust Fund. Employers who reimburse in lieu of taxes reimburse the fund for all EB charges. Federal funds reimburse the Trust Fund for half of the other EB payments.

Tax Function

The Contribution Section of the Division ensures that all employers are properly reporting their workers' wages and paying the correct tax on those wages.

An administrative staff in the Central Office in Jefferson City investigates matters pertaining to employer liability and make administrative determinations relating to employer payrolls and taxes. These determinations are appealable through the Division's appeal process and the State judicial system.

An account is maintained for each employer to which tax payments are credited and to which unemployment benefits paid to the employer's workers are charged. The employer's tax rate is based on the relationship of the account balance to the employer's average annual taxable payroll.

During Fiscal Year 1987 the number of employers subject to coverage provisions increased 2,506 from 117,585 to 120,091.

There were 19,319 employers not previously covered who became subject to the law and 16,813 who terminated coverage. The number of wage items (employees) reported each calendar quarter rose from 2,313,640 to 2,362,306.

Chapter 143 RSMo provides for the interception of income tax refund checks to offset claimant and employer debts with the Division of Employment Security. In FY87, the Employer Contribution Section intercepted $113,233 from employers delinquent in paying their contributions.

The number of employers subject to coverage provisions increased 2,506 to 120,091 in FY87. The number of employees reported each quarter also increased from 2,313,640 to 2,362,306.

Field Auditors

Field auditors work out of the Division's local offices. The auditors are in daily contact with the employers relative to investigations of employer liability and the collection of unemployment insurance taxes. The auditors also assist employers in complying with the tax provisions of the Law and they handle tax enforcement problems and inform employers of their rights and responsibilities.

During FY87, the auditors made 44,268 reported contacts with employers, accountants and attorneys. In addition to securing delinquent contribution and wage reports and collecting delinquent taxes, the auditors performed 4,699 audits. The auditors found overreported tax amounting to $158,414 and underreported taxes amounting to $1,496,894. Some employers were found to have overreported taxable payrolls by $5,523,952 while other employers underreported taxable payrolls by $41,795,269. The auditors also discovered 16,726 workers covered by the Law that employers failed to report.

Benefits

One of the prime objectives of the Division is the prompt payment of unemployment benefits to eligible claimants. The delivery of a benefit check to a claimant is the final step in a chain of events which begins with the filing of an initial claim in one of the Division's local offices.

A person must have worked in covered employment and earned certain qualifying wages to be entitled to any unemployment insurance benefits. A separate record kept of each worker's wages permits the prompt determination of benefit entitlement when a new initial claim is filed. During FY 1987, approximately 18.7 percent of the people who filed new claims failed to meet minimum earnings requirements.

The monetarily eligible claimant is subject to nonmenetary provisions covering job separation and eligibility while unemployed. Separation from employment for any reason other than a lack of work, or refusal of suitable work while unemployed, raises an issue with a potential disqualification.

UI Wages and Benefits

Calendar Year	— Average Weekly — Wages	Benefits
1980	$261.09	$ 88.41
1981	284.23	91.45
1982	303.13	93.72
1983	318.19	93.83
1984	334.06	91.23
1985	348.12	94.97
1986	359.90	101.74

Before a disqualification or denial of benefits is imposed, a Division deputy is required to make an investigation, weighing all the facts involved in accordance with requirements of the Law. Determinations were made on 187,949 claims filed under the regular and related benefit programs. The claimant was disqualified or denied benefits for one or more weeks in 72.3 percent of these cases.

Voluntarily leaving a job without good cause attributed to the work or to the employer was a primary reason for disqualification. The disqualification for quitting a job remains in effect until removed through reemployment with wages in insured work equal to at least ten times the individual's weekly benefit amount. The same penalty applies if a claimant refuses suitable work. Misconduct connected with the work was another major reason for disqualification. The penalty for discharge is disqualification for four to sixteen weeks, depending on the seriousness of the misconduct. In cases of aggravated misconduct, part or all of the wage credits earned with the employer involved can be canceled. Weeks of disqualification may be offset by filing otherwise valid claims for a like number of weeks of unemployment, or may be removed through reemployment with wages for insured work equal to at least ten times the claimant's weekly benefit amount.

As provided for in Chapter 143 RSMo, the Division of Employment Security entered into an agreement with the Department of Revenue for the interception of state income tax refund checks to individuals who have outstanding debts with the Missouri Division of Employment Security. The Benefits Section intercepted $190,891 which has been applied to outstanding overpayments to claimants who claimed benefits fraudulently.

Enacted August 13, 1981, Public Law 97-35 revised the Social Security Law to allow the collection of delinquent child support payments through the withholding of unemployment insurance benefits. The passage of House bill 1521 authorized this procedure under Missouri law. The law provides for voluntary compliance or garnishment of UI benefits. During the fiscal year, $1,225,979 was deducted from unemployment insurance checks for delinquent payment of court-ordered child support.

Interstate

Under the Interstate Benefit Payment Plan, which is subscribed to by all states, a worker can file a claim for unemployment benefits against any state in any UI local office in the United States, Puerto Rico, Virgin Islands or Canada. The state through which the claim is filed (agent) makes reports and supplies facts to the paying (liable) state.

Missouri claims takers accepted 27,787 new and renewed initial claims for benefits against other states. Claimants filing from Missouri against other states claimed 204,836

weeks of unemployment. Claims against Missouri, as liable state, numbered 24,248 initial claims and 167,289 weeks claimed.

Missouri subscribes to the Interstate Arrangement for Combining Wages. The plan permits the wages earned in a number of states to be combined under a single claim to enable an individual who has worked in more than one state to qualify for unemployment insurance.

Benefit Payment Control

The Division conducts a benefit payment control program to detect and prevent improper payments. During fiscal yea; 1987, 15,736 cases of improper payment were detected, resulting in establishment of $4,004,656 in overpayments for all benefit programs.

During the same period, unemployment insurance benefits paid under all programs administered by the Division amounted to $236,358,999. The percentage of benefits overpaid was 1.7 percent.

The primary means of overpayment detection is a quarterly crossmatch of employer wage reports with benefit payments. Crossmatch detected $2,347,151 in overpaid benefits. Missouri also conducts a "border crossmatch" with Kansas. Overpayments totaling $136,726 were detected by this audit process.

Collection of overpayments has a high priority in the benefit payment control program. During the fiscal year, the Division recovered $2,270,097 of improperly paid benefits.

The special collection units in Jefferson City, Kansas City, and St. Louis collected cash restitution of $653,116. The Jefferson City unit is responsible for collection activity for all areas not served by the Kansas City or St. Louis units.

Special Collection Units
FY87 Cash Restitution

Unit	$ Amount
Jefferson City	$185,260
Kansas City	171,389
St. Louis	296,469
Total	$653,116

Unemployment Compensation Fund FY87

Beginning Balance July 1, 1986	$294,605,439.15
RECEIPTS	
Federal Supplemental Compensation Account	$ 78,474.70
Federal Employees Compensation Account	5,015,000.00
Net Contributions Collected	252,459,980.66
Interest Credit by U.S. Treasury	30,190,752.32
Reed Bill Reimbursements	238,947.12
Reimburseable (Local Govt. & Other Political Subdivisions)	3,014,088.29
Reimburseable (State Govt., State Hosp., Higher Education)	1,322,364.04
Reimburseable (Nonprofit Organizations)	1,707,866.54
Regular Extended MA Portion	0.00
CWC Reimbursements	2,624,670.38
Total Receipts	$296,495,194.65
DISBURSEMENTS	
Federal Supplemental Compensation Account	($ 104,940.55)
Federal Employees Compensation Account	5,020,444.99
Net Benefits to Claimants	222,740,476.10
Reed Bill Disbursements	0.00
Reimburseable (Local Govt. & Other Political Subdivisions)	3,054,615.22
Reimburseable (State Govt., State Hosp., Higher Education)	1,319,921.51
Reimburseable (Nonprofit Organizations)	1,708,088.20
Net Regular Extended — State	28,054.74
Net Regular Extended — MA	(32,333.64)
CWC Disbursements	10,451,769.56
Total Disbursements	$244,186,096.13
BALANCE ON HAND, June 30, 1987	$244,186,096.13
CASH BALANCE, June 30, 1986	
Clearing Account	$ 123,111.42
Trust Fund Account	$349,771,040.37
Benefit Payment Account	($ 2,979,614.12)
	$346,914,537.67

UI Contributions by Employer Location and Benefits by Claimant's County of Residence All Programs — Fiscal Year 1987

County	Net Employer Contributions*	Initial Claims**	Weeks Claimed	Weeks Paid	Amount of Benefit Payments***		
					State UI	Fed. Funds	Total
STATEWIDE	$295,808,960	481,153	2,276,858	2,135,759	$231,287,923	$5,071,075	$236,358,998
Adair	1,118,999	1,796	9,042	7,140	667,102	8,555	675,657
Andrew	158,589	1,286	7,253	5,813	615,695	8,571	624,266
Atchison	174,833	209	1,670	1,093	100,235	0	100,235
Audrain	1,111,044	2,702	14,677	12,625	1,247,559	16,060	1,263,619
Barry	1,315,937	2,148	12,623	8,685	876,827	6,051	882,878
Barton	362,804	515	3,252	2,416	247,254	1,771	249,025
Bates	310,763	1,557	7,926	5,439	573,264	16,222	589,486
Benton	303,959	1,199	7,875	5,953	587,850	25,376	613,226
Bollinger	207,621	2,025	7,311	5,526	492,575	9,366	501,941
Boone	4,504,447	4,776	31,656	24,164	2,570,817	50,569	2,621,386
Buchanan	4,961,711	9,639	56,556	44,385	4,645,842	48,249	4,694,091
Butler	1,677,171	3,673	26,194	20,336	1,944,164	58,965	2,003,129
Caldwell	161,948	792	3,456	2,320	237,635	3,215	240,850
Callaway	1,436,479	3,225	16,351	12,468	1,319,321	10,820	1,330,141
Camden	1,877,539	2,902	19,096	15,226	1,532,808	8,374	1,541,182
Cape Girardeau	3,807,960	4,953	23,763	17,444	1,712,842	32,209	1,745,051
Carroll	311,612	1,309	5,434	4,211	421,522	6,182	427,704
Carter	136,472	637	4,415	3,412	317,732	29,373	347,105
Cass	1,342,043	4,966	23,711	16,384	1,789,097	63,998	1,853,095
Cedar	365,754	1,277	6,021	4,105	362,289	11,941	374,230
Chariton	165,162	1,383	4,477	3,538	331,405	3,209	334,614
Christian	797,080	2,597	13,034	9,493	1,022,732	6,591	1,029,323
Clark	89,667	199	1,610	1,248	122,561	860	123,421
Clay	9,391,113	8,424	52,653	35,751	3,981,665	59,503	4,041,168
Clinton	296,887	1,060	6,277	4,504	481,660	8,790	490,450
Cole	3,102,563	3,823	22,701	17,401	1,840,796	50,813	1,891,609
Cooper	522,796	1,897	7,855	6,319	641,768	9,781	651,549
Crawford	676,086	3,047	15,035	12,566	1,233,527	21,932	1,255,459
Dade	118,471	485	2,689	1,917	193,216	6,272	199,488
Dallas	180,991	1,241	5,996	4,497	461,766	4,171	465,937
Daviess	169,302	797	3,345	2,564	240,380	8,216	248,596
DeKalb	124,762	649	3,789	2,897	308,423	2,271	310,694
Dent	403,467	1,833	12,514	10,835	1,109,684	25,479	1,135,163
Douglas	391,555	2,157	7,655	5,618	527,840	2,372	530,212
Dunklin	1,252,211	4,714	20,293	15,518	1,328,984	34,272	1,363,256
Franklin	3,891,454	13,023	71,229	59,451	6,653,940	46,370	6,700,310
Gasconade	807,572	2,744	11,621	9,458	970,829	15,772	986,601

* Contributions due on calendar 1986 taxable payrolls, includes voluntary contributions made to improve employer's experience ratio.

** Excludes transitional claims (an initial claim to establish a new benefit year, filed when a current benefit year expires during a spell of unemployment).

*** Benefits paid under the Regular and Extended Benefits Programs and programs for federal employees, postal employees and military personnel.

UI Contributions (continued)

County	Net Employer Contributions*	Initial Claims**	Weeks Claimed	Weeks Paid	Amount of Benefit Payments*** State UI	Fed. Funds	Total
Gentry	137,201	454	2,873	2,437	265,031	2,015	267,046
Green	12,946,426	14,431	85,007	62,280	6,593,059	93,234	6,686,293
Grundy	423,711	966	5,147	3,906	380,567	7,147	387,714
Harrison	239,598	524	3,332	2,451	233,720	2,737	236,457
Henry	611,177	2,442	12,712	9,943	1,047,278	15,623	1,062,901
Hickory	96,313	469	3,101	2,273	220,677	12,854	233,531
Holt	166,462	316	2,179	1,589	155,926	61	155,987
Howard	185,152	932	4,522	3,612	372,553	8,817	381,370
Howell	1,546,896	5,262	23,806	17,982	1,592,744	20,524	1,613,268
Iron	462,520	1,261	7,894	6,250	644,630	5,665	650,295
Jackson	45,704,662	52,421	317,993	218,081	23,483,233	804,647	24,287,880
Jasper	5,343,274	8,299	45,505	32,799	3,327,431	39,808	3,367,239
Jefferson	4,173,233	19,744	119,032	99,403	11,269,219	106,161	11,375,380
Johnson	808,625	2,678	12,526	9,065	906,106	50,324	956,430
Knox	114,103	246	1,494	1,204	120,690	1,005	121,695
Laclede	1,775,245	4,818	17,949	13,503	1,241,515	16,334	1,257,849
Lafayette	671,560	3,109	14,457	11,217	1,199,572	18,677	1,218,249
Lawrence	828,696	2,839	15,579	10,568	1,083,307	10,803	1,094,110
Lewis	278,193	703	4,004	3,376	341,203	7,959	349,162
Lincoln	658,731	3,803	14,792	11,861	1,331,386	13,201	1,344,587
Linn	842,215	1,458	8,919	7,431	723,714	2,516	726,230
Livingston	776,265	1,662	7,028	5,616	496,599	1,721	498,320
McDonald	527,892	1,116	6,387	4,465	457,480	18,052	475,532
Macon	547,267	1,957	8,112	6,435	635,988	13,150	649,138
Madison	507,071	2,259	8,745	7,017	637,665	10,713	648,378
Maries	197,398	1,655	7,424	6,238	608,571	3,182	611,753
Marion	1,176,031	2,454	15,761	13,044	1,264,663	8,796	1,273,459
Mercer	44,668	140	1,300	994	100,300	2,207	102,507
Miller	1,150,208	2,964	20,604	17,410	1,753,573	14,275	1,767,848
Mississippi	788,853	2,414	10,864	8,432	708,413	7,413	715,826
Moniteau	570,271	2,495	9,474	7,973	787,497	4,597	792,094
Monroe	386,134	662	4,015	3,325	337,667	12,742	350,409
Montgomery	309,260	1,095	5,700	4,584	479,084	13,873	492,957
Morgan	525,383	1,860	10,650	8,404	827,860	4,636	832,496
New Madrid	1,139,286	1,992	12,276	9,374	860,865	20,359	881,224
Newton	1,758,537	3,996	20,082	14,460	1,504,204	13,584	1,517,788
Nodaway	579,069	825	4,499	3,440	360,903	7,847	368,750
Oregon	196,701	1,157	5,791	3,873	351,714	12,066	363,780
Osage	264,222	990	4,718	3,886	408,106	4,796	412,902
Ozark	200,859	691	4,690	3,004	275,565	9,228	284,793

* Contributions due on calendar 1986 taxable payrolls, includes voluntary contributions made to improve employer's experience ratio.

** Excludes transitional claims (an initial claim to establish a new benefit year, filed when a current benefit year expires during a spell of unemployment).

*** Benefits paid under the Regular and Extended Benefits Programs and programs for federal employees, postal employees and military personnel.

UI Contributions (continued)

County	Net Employer Contributions*	Initial Claims**	Weeks Claimed	Weeks Paid	Amount of Benefit Payments*** State UI	Fed. Funds	Total
Pemiscot	876,778	3,020	14,035	11,032	973,807	18,392	992,199
Perry	734,583	2,361	9,399	7,847	728,733	6,568	735,301
Pettis	2,103,077	4,079	20,664	15,679	1,478,345	36,749	1,515,094
Phelps	1,067,540	2,648	16,904	13,857	1,340,942	51,115	1,392,057
Pike	632,969	1,943	9,123	7,368	718,127	12,024	730,151
Platte	1,989,422	2,236	14,188	8,975	993,194	30,355	1,023,549
Polk	427,017	1,598	8,442	6,297	654,767	6,233	661,000
Pulaski	960,931	3,814	17,137	12,785	915,954	267,642	1,183,596
Putnam	132,692	196	1,470	1,146	110,331	4,725	115,056
Ralls	232,102	761	4,407	3,766	387,698	6,112	393,810
Randolph	1,052,754	2,512	11,988	9,634	1,001,190	9,473	1,010,663
Ray	383,762	1,751	10,190	7,713	858,459	7,496	865,955
Reynolds	212,774	759	6,562	5,816	624,112	5,250	629,362
Ripley	286,000	1,036	6,978	5,007	481,770	14,329	496,099
St. Charles	11,094,535	18,619	79,806	61,863	7,130,644	66,254	7,196,898
St. Clair	162,099	666	3,970	2,889	281,135	8,664	289,799
Ste. Genevieve	879,430	2,965	10,898	8,811	867,880	20,604	888,484
St. Francois	1,694,651	6,708	32,694	26,583	2,753,830	36,746	2,790,576
St. Louis City	37,536,985	41,155	314,426	248,227	24,836,862	847,912	25,684,774
St. Louis Co.	76,585,027	58,600	395,921	211,643	34,438,585	640,238	35,078,823
Saline	1,042,641	2,689	10,667	8,032	752,687	6,481	759,168
Schuyler	53,111	376	2,026	1,496	136,257	451	136,708
Scotland	105,026	307	1,553	1,213	113,579	183	113,762
Scott	1,525,980	4,258	21,758	16,307	1,595,613	28,015	1,623,628
Shannon	154,062	1,626	7,087	5,485	404,550	100,651	505,201
Shelby	232,670	494	2,203	1,831	179,871	3,813	183,684
Stoddard	1,646,251	5,934	25,696	21,583	1,995,901	19,712	2,015,613
Stone	1,044,938	2,653	17,143	13,742	1,269,133	19,877	1,289,010
Sullivan	149,635	289	2,164	1,731	173,041	2,250	175,291
Taney	1,651,648	3,974	27,674	22,937	2,104,081	9,053	2,113,134
Texas	1,063,664	5,432	18,874	14,882	1,250,870	46,819	1,297,689
Vernon	621,598	1,324	7,233	4,622	472,676	6,123	478,799
Warren	887,537	2,468	10,251	8,310	943,704	6,344	950,048
Washington	589,802	3,607	26,968	24,030	2,575,362	24,205	2,599,567
Wayne	490,916	1,746	9,235	7,068	622,564	26,136	648,700
Webster	681,958	3,748	15,619	12,368	1,230,866	16,220	1,247,086
Worth	68,428	151	930	762	80,308	1,875	82,183
Wright	835,338	3,320	11,765	9,143	802,161	10,425	812,586
Out-Of-State	169,165	18,112	117,913	97,354	19,607,438	493,159	20,100,597
NEC	6,060,082	0	0	0	297,012	6,512	303,524

* Contributions due on calendar 1986 taxable payrolls, includes voluntary contributions made to improve employer's experience ratio.

** Excludes transitional claims (an initial claim to establish a new benefit year, filed when a current benefit year expires during a spell of unemployment).

*** Benefits paid under the Regular and Extended Benefits Programs and programs for federal employees, postal employees and military personnel.

UI Claims and Benefits

Calendar Year	First Payments	Weeks Compensated	Benefits Paid $(000)	Average Weekly Benefit	Average Duration (Weeks)	Exhaustion Rate (%)	Federal Loans $(000)	Net Reserves Dec. 31 $(000)
1938	—	—	—	—	—	—	—	$ 4,036
1939	—	657,247	$ 5,461	$ 8.68	—	—	—	49,283
1940	141,876	880,080	7,259	9.09	6.2	55.3	—	58,106
1941	84,605	605,736	5,388	9.60	7.2	44.8	—	77,744
1942	67,588	696,183	7,130	12.35	10.3	44.8	—	90,787
1943	20,072	179,395	2,359	13.82	8.9	29.8	—	111,216
1944	15,734	109,439	1,576	15.27	7.0	22.0	—	139,505
1945	70,453	600,941	9,916	16.75	8.5	39.0	—	159,758
1946	109,318	1,290,676	20,946	16.40	11.8	49.6	—	158,616
1947	87,692	1,046,955	16,893	16.40	11.9	39.0	—	166,366
1948	85,376	866,344	13,410	16.20	10.1	30.6	—	181,867
1949	138,762	1,378,439	22,479	17.17	9.9	29.0	—	187,516
1950	103,962	1,224,621	19,854	16.94	11.8	29.8	—	194,674
1951	91,347	765,324	12,090	17.30	8.4	17.8	—	214,143
1952	82,952	739,307	13,624	19.87	9.5	15.0	—	220,507
1953	100,284	817,896	15,534	20.50	8.2	16.8	—	224,259
1954	153,044	1,801,509	36,666	21.46	11.8	27.7	—	208,060
1955	105,095	1,191,127	23,478	21.13	11.3	23.9	—	208,297
1956	116,848	1,091,592	21,757	21.36	9.4	20.2	—	217,618
1957	124,079	1,172,230	24,753	22.58	9.5	20.5	—	226,562
1958	156,463	1,989,661	50,772	27.53	12.7	23.3	—	205,467
1959	117,097	1,266,837	32,250	27.46	10.8	21.1	—	208,199
1960	148,740	1,558,290	41,317	28.61	10.5	19.5	—	201,724
1961	147,193	1,923,189	52,229	29.11	13.1	25.4	—	194,427
1962	130,327	1,474,902	43,902	31.88	11.3	22.8	—	199,077
1963	125,769	1,368,164	41,858	32.95	10.9	20.2	—	206,895
1964	112,080	1,203,664	37,321	33.36	10.7	19.5	—	220,055
1965	101,194	991,475	31,109	33.79	9.8	17.8	—	241,074
1966	90,290	864,607	29,159	36.99	9.6	13.6	—	266,231
1967	106,905	992,490	34,363	38.37	9.3	13.7	—	267,957
1968	93,423	906,196	34,613	41.51	9.7	14.3	—	277,404
1969	96,682	943,372	39,053	44.85	9.8	15.3	—	286,736
1970	159,483	1,604,229	73,237	48.67	10.1	17.4	—	263,566
1971	144,090	1,795,065	84,840	49.53	12.5	26.3	—	232,054
1972	118,970	1,486,290	72,137	51.04	12.5	26.1	—	230,723
1973	115,220	1,359,369	68,869	53.39	11.8	23.1	—	236,366
1974	171,853	1,822,911	98,089	56.44	10.6	24.5	—	245,490
1975	238,288	3,618,602	227,744	66.18	15.2	38.3	—	94,893
1976	176,229	2,275,766	155,784	73.07	12.9	37.2	—	88,994
1977	166,703	1,983,264	138,593	74.05	11.9	31.3	—	120,988
1978	168,689	1,808,575	129,443	75.62	10.7	29.8	—	210,948
1979	189,700	2,042,387	153,961	77.82	10.8	27.3	—	295,904
1980	244,383	3,284,393	288,371	88.41	13.4	36.8	—	125,698
1981	219,900	2,881,462	263,860	91.45	13.1	36.4	—	1,188
1982	237,824	3,259,355	312,397	93.72	13.7	38.3	89,825	(64,307)
1983	182,975	2,627,809	246,559	93.83	14.4	43.5	89,825	(35,546)
1984	160,780	1,854,359	169,173	91.23	11.5	30.6	—	91,823
1985	165,854	2,051,313	194,803	94.97	12.4	26.8	—	217,310
1986	172,060	2,180,519	221,854	101.74	12.7	27.2	—	321,056

UI Employment and Earnings

Calendar Year	Average Number of Covered Employers	Average Monthly Covered Employers	Wages Paid In Covered Employment (in thousands) Total	Taxable	Contrib. Due (000)	Avg. Tax Rate Percent Of Total Wages	Taxable Wages	Taxable Wage Base
1938	12,499	501,398	$ 636,789	$ 636,789	$ 19,136	3.01%	3.01%	Total
1939	13,269	527,478	686,265	686,265	19,521	2.84	2.84	Total
1940	13,829	554,111	734,694	734,694	19,837	2.70	2.70	Total
1941	13,657	656,086	970,653	899,999	24,300	2.50	2.70	$3,000
1942	13,351	719,560	1,201,732	1,090,470	16,422	1.37	1.51	3,000
1943	13,051	752,079	1,400,114	1,262,961	21,430	1.53	1.70	3,000
1944	13,620	722,991	1,463,255	1,305,962	26,415	1.81	2.02	3,000
1945	13,577	705,408	1,498,132	1,330,780	25,621	1.71	1.93	3,000
1946	13,791	722,173	1,628,575	1,407,771	16,414	1.01	1.17	3,000
1947	14,702	762,231	1,920,696	1,620,075	22,103	1.15	1.36	3,000
1948	16,682	779,043	2,139,021	1,752,771	25,606	1.20	1.46	3,000
1949	17,534	763,656	2,176,430	1,762,109	23,655	1.09	1.34	3,000
1950	18,060	781,645	2,362,343	1,866,030	22,870	0.97	1.23	3,000
1951	19,501	825,835	2,672,369	2,051,528	26,750	1.00	1.30	3,000
1952	19,004	854,981	2,959,113	2,205,738	12,296	0.42	0.56	3,000
1953	19,617	883,468	3,236,132	2,337,919	13,678	0.42	0.59	3,000
1954	20,176	844,815	3,192,574	2,260,929	15,003	0.47	0.66	3,000
1955	20,772	862,986	3,406,504	2,338,209	18,482	0.54	0.79	3,000
1956*	33,372	937,275	3,794,664	2,577,230	26,341	0.69	1.02	3,000
1957	34,036	949,833	3,976,990	2,610,877	25,708	0.65	0.98	3,000
1958	34,036	949,116	4,016,128	2,569,281	25,664	0.64	1.00	3,000
1959	36,630	953,308	4,374,882	2,699,536	29,301	0.67	1.09	3,000
1960	36,705	961,295	4,532,989	2,737,944	28,779	0.63	1.05	3,000
1961	36,830	945,691	4,575,125	2,705,006	40,085	0.88	1.48	3,000
1962	37,067	964,745	4,850,506	2,800,898	42,250	0.87	1.51	3,000
1963	36,765	984,561	5,169,784	2,891,540	42,435	0.82	1.47	3,000
1964	37,012	1,007,848	5,536,341	3,004,209	42,714	0.77	1.42	3,000
1965	37,583	1,051,848	6,064,819	3,159,712	44,409	0.73	1.41	3,000
1966	37,947	1,110,878	6,504,283	3,386,103	44,219	0.68	1.31	3,000
1967	38,466	1,136,133	6,966,257	3,491,807	23,430	0.37	0.67	3,000
1968	38,660	1,165,930	7,632,888	3,668,116	32,385	0.42	0.88	3,000
1969	38,919	1,203,717	8,234,186	3,821,001	35,095	0.43	0.94	3,000
1970	39,720	1,189,325	8,695,885	3,802,890	35,958	0.41	0.95	3,000
1971	40,693	1,173,986	9,056,193	3,751,398	38,310	0.42	1.02	3,000
1972**	72,569	1,352,122	10,752,904	5,494,228	64,701	0.60	1.18	4,200
1973	85,196	1,446,037	11,640,149	5,580,447	58,575	0.50	1.79	4,200
1974	86,038	1,460,640	12,565,740	5,679,258	92,621	0.74	1.63	4,200
1975	87,121	1,411,946	13,091,625	5,517,783	86,793	0.66	1.57	4,200
1976	89,997	1,472,109	15,928,705	6,132,035	163,949	1.03	2.67	4,500
1977	91,023	1,530,843	16,225,290	6,524,563	170,377	1.05	2.61	4,500
1978***	99,892	1,835,143	21,085,209	8,710,463	211,890	1.00	2.43	6,000
1979	103,965	1,890,608	23,482,229	9,162,637	208,356	0.89	2.27	6,000
1980	106,747	1,849,072	25,105,822	9,126,346	91,816	0.37	1.01	6,000
1981	106,813	1,838,552	27,185,203	9,226,566	145,993	0.54	1.58	6,000
1982	106,345	1,798,639	28,356,202	9,556,739	253,755	0.89	2.66	6,600
1983	107,966	1,820,539	30,122,012	10,143,351	279,981	0.93	2.76	7,000
1984	111,292	1,914,118	33,250,462	10,888,274	287,115	0.86	2.64	7,000
1985	115,691	1,972,705	35,710,862	12,419,731	303,522	0.85	2.44	8,000
1986	119,045	2,023,163	37,863,302	13,527,378	294,549	0.78	2.18	8,000

* Coverage extended to 4 or more
** Coverage extended to 1 or more plus state hospitals and higher education
*** Coverage extended to state and local governments, agriculture, domestics and nonprofit